

**APPENDIX C – OTHER SERVICES
BRAWLEY UNION HIGH SCHOOL DISTRICT
2020-2021**

A. EXTENDED TEACHING (1/6 ASSIGNMENT)

Extended Teaching is voluntarily teaching the same class consecutively during advisory period. Positions are temporary on an as needed basis determined by the Superintendent. Extended teaching shall be paid in the following classes of service:

1. Full responsibility defined as responsible for planning and presenting lessons, student evaluations and all associated duties of a class that does not have an assigned teacher; compensation will be computed on the basis of 1/6 of annual salary, excluding any extra-duty pay, divided by 187 days, times days served.
2. Extended contracts will be offered as needed. The District will advertise the position for three (3) working days before hiring.
3. NCLB compliant teachers with satisfactory evaluations will receive priority in hiring in core classes. A good faith effort will be made to attempt rotation among teachers who meet the criteria.
4. Partial responsibility defined as substituting for a teacher currently on leave; compensation shall be computed by the daily substitute rate divided by five.

B. EXTRA DUTY HOURLY RATE

The following extra-duty service will be compensated at the rate of .075% of base salary Class I, Step 1 of the previous year (\$58,759): \$44.07 effective July 1, 2020

Driver's Training, Home Teaching, Weight Lifting, Public Address System in Palmer Auditorium.

Services must receive prior approval of the Superintendent before compensation may be made.

C. AGRICULTURE TEACHER

Effective 7/1/2020 the current Agriculture teacher shall be paid according to their placement on the regular teachers' salary schedule and, in addition, shall receive 4% of their 2019-2020 annual salary for each full year agriculture class assigned.

Such teacher shall be required to work prorated additional days based upon the percentage (rounded to the nearest full day) and shall submit a work year calendar to the Superintendent for approval each year.

For example, an Ag Teacher assigned 5 full year Ag classes in 2020-2021 will receive 20% of 2019-2020 annual base salary and shall submit a calendar reflecting 224 days (which represents an additional 37 days: 20% of the 187 day Teacher work year).

Any teacher newly assigned to (5) full Ag classes after the 2019-2020 year will receive a flat \$12,000 annual stipend. The stipend will be prorated for the number of full Ag classes assigned.

Such teacher(s) shall be required to work an additional 30 days beyond the regular teacher work year for the full stipend and a proportional pro-rated number of the 30 days for a partial stipend. Teacher shall submit a work year calendar to the Superintendent for approval each year.

Calendars approved by the Superintendent for the year will be adjusted to provide for vacation blocks. Teachers shall be responsible for all of the extra duties associated with student projects and F.F.A activities including some evenings and weekends.

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D. NEW TEACHER ORIENTATION:

Teachers new to the District who are required to attend a special orientation meeting before the beginning of the school year shall be paid for that day the sum of one-half of the Daily rate of Class I, Step 1, of the previous year, for one-half (1/2) day of service. This is to be paid by September 10.

E. ATHLETIC DIRECTOR

Effective 7/1/2020 the current Athletic Director shall be paid according to their placement on the regular teachers' salary schedule and, in addition, shall receive 15% of their 2019-2020 annual base salary as a flat stipend each year.

Any teacher newly assigned to AD after the 2019-2020 year will receive a flat \$12,000 annual stipend.

AD shall be responsible for all of the duties associated with Athletics as prescribed in the Athletic Director job description, including evenings and weekends.

F. ASSOCIATED STUDENT BODY DIRECTOR

Effective 7/1/2020 the current ASB Director shall be paid according to their placement on the regular teachers' salary schedule and, in addition, shall receive 15% of their 2019-2020 annual base salary as a flat stipend each year.

Any teacher newly assigned to ASB after the 2019-2020 year will receive a flat \$12,000 annual stipend.

ASB Director shall be responsible for all of the duties associated with Associated Student Body activities and events as prescribed in the ASB Director job description, including some evenings and weekends.

G. TEACHER INDUCTION MENTOR: \$2,000 PER YEAR

1.0. Teacher Induction Mentors for Induction Teacher candidates participating in the teacher induction program shall be selected according to the program's mentor requirements and the following criteria:

- 1.1.1. Classroom teacher in the induction teacher candidate's content area.
- 1.1.2. Non-classroom teacher in induction teacher candidate's content area.
- 1.1.3. Classroom teacher not in the induction teacher candidate's content area.
- 1.1.4. Non-classroom teacher not in the induction teacher candidate's content area.

1.2. Teacher Induction Mentors must be approved by the Site Administrator and the county office of education Induction Program Director.

1.3. Induction Teacher candidates can select a different mentor at semester based on the selection criteria provided the change is due to valid reasons with Site Administrator approval. The stipend will be pro-rated at 50% and payable to each Teacher Induction Mentor at the end of each semester.

1.4. Teacher Induction Mentors serve a 1 to 2 year commitment for the duration of the Induction Teacher candidate's program depending on whether they are enrolled in the Early Completion Option (ECO) or not. Teacher Induction Mentor positions shall be re-opened after completion of the 1 or 2 year assignment using a fair and equitable process.

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H. TEACHER INDUCTION DISTRICT LEAD

2.0. \$3,000 PER YEAR

2.1. The District shall select the District Lead based on a fair and equitable process according to the District's established selection and hiring procedures.

2.2. The District Lead position shall be opened every two years.

I. INSTRUCTIONAL COACHES

Instructional Coaches will receive an additional \$12,000 for additional duties performed during their prep periods. Further, Instructional Coaches will be required to complete 20 additional hours outside of their normal working hours in furtherance of their duties. These hours must receive prior authorization from administration and include, but are not limited to, attending conferences and trainings, providing PD, meeting with teachers, and attending lunchtime meetings.

Instructional Coaches will be compensated with the extra duty hourly rate if they complete hours beyond their prep periods and the 20 additional hours with prior authorization from Administrator.

Assignments will be advertised every year and authorized when District and Teacher have agreed and Board of Trustees has approved.

J. TEACHER ON SPECIAL ASSIGNMENT (TOSA)

The Teacher on Special Assignment shall be paid according to their placement on the regular teachers' salary schedule, and in addition, will receive an additional \$14,000 annual flat stipend.

A TOSA job description will be developed and the assignment will be opened for the 20-21 year.

Teachers on Special Assignment shall work a regular teacher workday and work year, to include attendance of mandatory conferences and workshops, and an additional 120 hours of work performed outside the teacher work day or work year in furtherance of their duties. These hours must receive prior authorization from administration and will include hours worked outside of the teacher contract day and/or days worked prior to or after the teacher work year.

Hours worked beyond the additional 120 hours must be pre-approved by administration and are to be paid at the extra duty hourly rate.

A Period TOSA will receive a \$12,000 flat stipend for additional duties performed during their prep periods. Further, Period TOSAs will be required to complete 20 additional hours outside their normal working hours in furtherance of their duties. Hours worked beyond the additional 20 hours must be pre-approved by administration and are to be paid at the extra duty hourly rate.

K. WASC COORDINATOR

The WASC Coordinator will receive the following flat annual stipends for performing additional duties during their prep periods related to the planning, coordination, and completion of the WASC accreditation process:

\$12,000 per year during the year of self-study for full review.

\$6,000 per year during the year of a full review visitation.

\$3,000 per year during the year of self-study for mid-cycle review.

\$2,000 per year during the year of a mid-cycle review visitation.

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Further, the WASC Coordinator will be required to complete 20 additional hours outside their normal working hours in furtherance of their duties. These hours must receive prior authorization from administration. Hours worked beyond the additional 20 hours must be pre-approved by administration and are to be paid at the extra duty hourly rate.

L. SPECIAL EDUCATION

Special Education Teachers will receive 6% of class I step 1 of the 2019-2020 teacher salary schedule for the first year of service. Special Education Teachers will advance one step of Class I on the teacher salary schedule until reaching the fourth step of Class I.

M. DEPARTMENT HEADS

Department Heads will receive four percent (4%) of base salary Class I, Step 1 of teachers' salary schedule for the preceding school year, plus \$3.00 per class within the department per semester. Determination of the exact number of classes per semester will be made by the District after the first fifteen (15) days of the first semester and after the tenth (10) day of the second semester. The District will notify the Association within five (5) working days of the number of classes per department chair.

N. BILINGUAL

The District shall pay a stipend of \$1,750.00 to any teacher who has a regular bilingual credential issued by the Commission on Teacher Credentialing and is in a teaching assignment which directly assists the District in satisfying current legal requirements regarding bilingual education.

O. SPORTS PE

For the major sports - boys basketball, girls basketball, football, softball, volleyball, wrestling, baseball, soccer and track in varsity level - head coaches can participate on a voluntary basis in a 6th period sports PE class. The students who will be placed in this class will be identified by the coach. The head coaches must be full-time, BUHS certificated employees. A stipend for this program will be \$1000.00 per semester.

P. Stipends for Other Services will be paid as provided in Appendix C and will be paid only for authorized service. Service is authorized when the District and the employee have agreed and the Board of Trustees has approved the assignment. Compensation will be prorated if the employee starts after the prescribed beginning date or if service is terminated prior to completion of the school year.

Q. If the District desires to add additional extra-duty positions during the period this Agreement is in force, the representatives of the District will consult with representatives of the Association to reach mutual agreement on fair and equitable payment for the position.

Board Approved: June 24, 2020
Effective 7/1/2020