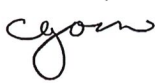


MTA MEDIATION (GRIEVANCE) – Tentative Agreement December 2, 2020

Coaching and Other Extra Duties

1. Positions listed on Appendix B will be considered regularly filled unless the employee vacates the position, the position is eliminated or the employee is removed for performance related reasons.
  - a. The proration of salaries on Appendix B will be allowed in cases where the duration of the position is shortened due to action by OSAA.
  - b. The Head Cheer coach will be understood to fall under Appendix B and paid commensurate to the following: \$1250 per season. Whether there is one or multiple seasons will be mutually agreed upon by the parties prior to the start of the school year. The parties agree to conduct a salary survey to determine the rate of compensation among other school districts for Head Cheer coach position in preparation for negotiations in the coming spring.
  - c. Make a list of coaching positions
  - d. Stipends will be pro-rated when seasons are shortened or employees are on leave and not performing required duties. The parties agree the intent of this provision is to compensate employees who continue to perform the duties of the position but not require the District to compensate employees where duties are not being performed. In the case of employees being on leave, the employee will have the choice of continuing to perform the duties of the extra duty position (so long as it is not inconsistent with the reason they took leave). If the employee decides to continue to perform the duties of the extra duty position then the parties will discuss prior to the employee being on leave the work that will be performed and the amount of the stipend that may be pro-rated, if any. In cases where the seasons have been shortened the District will present the Association with its list of pro-rations and the reasoning for the reductions. If the Association disagrees with any of the pro-rated stipends the MTASD and District will meet to resolve the differences. If the parties are not able to resolve the differences they may proceed to the interim bargaining process under 243.698.
  - e. Any new extra duty positions may be added to Appendix B with the approval of the Superintendent and the School Board. Thereafter, the MTA may proceed to the interim bargaining process under 243.698.
2. Create a separate appendix for leadership stipends
  - a. Leadership stipends will be applied and awarded on a year by year basis.
  - b. Leadership stipends on Appendix "LS" will be available to educators.
    - i. The "District Parent/Families Digital Instruction Specialist" stipend is not solely licensed bargaining unit work. The rate of compensation is listed so if a licensed employee chooses to fill these positions this is the rate of compensation that will be paid for that work.
  - c. Leadership stipends will be pro-rated when duty requirements are shortened or employees are on leave and not performing required tasks.
  - d. Any new extra duty positions may be added to Appendix LS with the approval of the Superintendent and the School Board. Thereafter, the MTA may proceed to the interim bargaining process under 243.698.

3. For either Appendix B or Appendix LS no proration will occur for cumulative leave shorter than two weeks during the term of the contract or stipend.
4. During the period of time of the COVID-19 pandemic the coaches are expected to perform Season 1 and 2 in order to receive their full extra duty contract. It is understood that all fall coaches have completed season 1. Winter sports are in the process of completing Season 1. If Season 2 is cancelled the parties agree that coaches will work with the District to provide equivalent opportunities to students. Additionally, if winter sports are unable to complete season 1 they will also make a plan to provide equivalent opportunities for the lost opportunities.
5. Upon agreement between MTA and MASD to these terms the MTA would withdrawal the grievance immediately.



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Chelsea Goin

MTA President

Date 12-4-20



Board Chair

Date 12/14/2020

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Troy Stoops  
Superintendent

Board Members | Shari Riedman Chair | Teresa Kinkaid Vice Chair | Greg Traeger | Rodney Hill | John Conklin

December 11, 2020

Dear MTA,

Item #5 of the COVID-19 MOU states, *“For the period of CDL professional educators will have the option to provide instruction from their classroom or their home with a backdrop of their classroom.”*

“Backdrop of their classroom” is intended to provide an educational setting while the teacher is delivering instruction through the Comprehensive Distance Learning Model. We understand that a green-screen background does not always allow for effective live instructional practices. The district agrees that the intent of the statement is to prevent the view of the teacher’s personal residence or other distractions in the background during instruction.

Troy Stoops  
Superintendent