

Article 14: Extended Responsibility

A. Schedule Construction

1. The Extended Responsibility Placement and Salary Schedules are set forth in Appendix C.
2. Horizontal increments shall be five (5) percent of the first step in the classification.
3. If the District fully funds a sport/activity with assistants, it shall fund the head coach/advisor position as well as all assistants.

B. Requests for Placement or Movement on Extended Responsibility Schedule

1. A joint committee of six (6) members – three (3) designated by the Association and three (3) by the District – shall be formed to review requests for movement and placement on the Extended Responsibility Schedule. Recommendations, if any, shall be directed to the Superintendent and the President of the Association. The committee shall meet on an ad hoc basis as needed at the request of either party to this agreement.
2. Criteria for placement and/or movement may include:
 - a. Documentation presented by the member making the request;
 - b. A comparison of the position's placement on the schedule and responsibilities with comparable positions in the metropolitan area.
 - c. Recommendation of the Principal.
3. If a position is not included on the Extended Responsibility Schedule, then the District shall pay members for pre-approved extended time authorized to be paid in accordance with Article 13: Extended Time Compensation.

C. Assignments

The District will make every attempt to fill the Extended Responsibility assignments from members of the bargaining unit.

D. Extended Responsibility

Employment will not be contingent upon accepting Extended Responsibility assignments within the District and will not be used as a condition of continued employment.

If a member is to be removed from Extended Responsibilities for performance based issues prior to the completion date of the contract, there must be:

1. An evaluation conference with the member.
2. Sufficient time to correct deficiencies.

E. Compensation

Each member receiving Extended Responsibility pay for seasonal assignments shall have the option of receiving their pay in a lump sum (separate check) after the completion of the season (December, March or May) or beginning with the first month of the season (September, December or March) distributed over the remaining pay periods in the fiscal year. .

F. Notification of Change of Assignment

The member will be notified as soon as possible when a decision is made to change an Extended Responsibility assignment and, upon request of the member, the Administration will provide a written statement of reasons for the change. If the member is not satisfied with the written response, the member may request an informal hearing with the Superintendent for the purpose of reviewing the change of assignment.

G. Extended Pay for Post-Season Activity

1. Athletic Coaches

- a. Team Sports: Head coaches and assistant coaches will be paid an additional stipend for OSAA-sponsored state competition at the rate of ten (10) percent per week of the coaches' Extended Responsibility contract per week.
- b. Individual Sports: Head coaches and the coach of the participating athlete(s) will be paid an additional stipend for OSAA-sponsored state competition at the rate of seven (7) percent per week of the coaches' Extended Responsibility contract per week of actual competition when individuals or groups of athletes participate.

2. Non-Athletic Coaches:

- a. Post Season during the School Year: Non-athletic coaches/advisors involved in post season events will be paid an additional stipend at the rate of five (5) percent per week of the advisors' Extended Responsibility contract per week of actual competition.
- b. Post Season beyond the School Year: Non-athletic coaches/advisors involved in state competition beyond the school year will be paid an additional stipend at the rate of ten (10) percent of the advisors' Extended Responsibility contract per week worked.

H. Content Area Leaders

1. Content Area Leaders will apply through a building internal process and be chosen by a vote of the members of their department in consultation with administration. They will be instructional representatives for their department and work with their administrator to understand the expectations of the role. Should a Content Area Leader not meet the expectations of the role, the administrator shall appoint a replacement for the remainder of the school year. Content Area Leaders must be contracted teachers. They will have no supervisory roles over other members.
2. Content area leaders are liaisons between their department and district/building administration.
3. ~~High school~~ **Secondary** content area leaders shall be allowed a maximum of four (4) days of substitute time plus stipend.

Content Area Leaders **could include but are not limited to:**

Alt Ed
 Fine and Performing Arts
 World Language
 Counseling
 Language Arts
 Learning Specialist
 Math
 PE/Health
 Science
 Social Studies
 CTE/Electives (consolidate computer network here)
 TWI
 ELD

4. Content area stipend will be determined by the total number of classified and licensed members within the department.

I. Expected Absences

Members who are expected to miss ~~less than one-half (1/2) day of class(es)~~ because of extended responsibility duties shall not be responsible for finding someone to substitute for them. Prior information of expected absences should be given to the Principal or designee who shall see that arrangements for a substitute are made.

(Both sides hold the intention to preserve Appendix C work of the 2023 Extended Responsibility Committee)