

DISTRICT PROPOSAL #8
Compliance Items Related to Move to Collective Bargaining
June 29, 2021

ARTICLE IV
ASSOCIATION RIGHTS

E. Association Leave

3. Site Association representatives and members of the Association's Board of Directors shall be allowed to leave school at the end of the student day for up to three (3) regularly scheduled meetings per month. **CBLT Bargaining Team** members and **CBLT Joint** Committee members shall be allowed to leave school at the end of the day for one (1) regularly scheduled meeting per month.

ARTICLE VI
WORKING CONDITIONS

- L. In the case of an infectious disease outbreak that affects the District's workforce, the procedures in the Emergency Procedures Manual shall be followed. If a school or work location has cause to be shut down because of an outbreak, the **CBLT Bargaining Team** shall meet in an emergency session to bargain the impact.

ARTICLE X
EVALUATION

- J. The Evaluation Committee ~~of the Collaborative Bargaining Leadership Committee (CBLT):~~

ARTICLE XVI
SALARY

B. Differential Pay

4. Supplement Handbook
 - a. The Board shall publish and post a Supplement Handbook on the **CBLT**-websites: www.ocps.net/es/laborrelations and www.orangecta.fea.aft.org.

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APPENDIX A-2 SUPPLEMENT SCHEDULE

An employee holding a supplemented position may voluntarily relinquish the position provided s/he notifies the administrator at the earliest possible date. The administrator will notify the employee as soon as feasible if the employee will be terminated in the supplemental position. If the supplement receiver is terminated, the reason(s) will be provided upon request.

If an employee resigns the supplemental duty late or separates from it early, or for any other reason cannot complete all of the requirements to receive the full supplement, s/he shall be paid a prorated amount based on the period of time during which the supplement duties were performed.

Supplements for assistant coaches shall be two-thirds of the corresponding rate for coaches in the same sport.

When coaching both the boys' and girls' team of the same sport, a coach shall be paid full supplements for both sports upon the recommendation of the administrator and approval by the **District Office for Athletics**.

Coaches may obtain approved Department of Education coaching endorsement either through in-service points or equivalent college credit. Supplemental pay adjustments shall be retroactive to the beginning of the school year in which the endorsement is earned.

Athletic directors may be granted an amount of time equivalent to at least one teaching period per day to perform those duties, which cannot be accomplished after the duty day.

~~The District and the Association shall continue working through its joint supplement committee. The committee shall submit its recommendations to CBLT.~~

The parties agree that supplements may be expanded or added to the Contract to fulfill requirements for Other Interscholastic Athletic Opportunities. If a new supplement is added, the parties will meet to negotiate the amount.

GLOSSARY

~~CBLT— An acronym for Collaborative Bargaining Leadership Team. It is comprised of an equal number of representatives and members from both the Classroom Teachers Association and the District's management team who are charged with the responsibility of negotiating, on behalf of both parties, the working contract for teachers.~~

~~Committees of the CBLT— CBLT committees field issues and concerns from the CBLT. The committees research the issues, collect background data and propose possible language and report back to the CBLT. See Article IV.M.1.~~