

Tentative Agreement
Newport-Mesa Unified School District and
Newport-Mesa Federation of Teachers
August 11, 2020

The negotiation teams of for the Newport-Mesa Federation of Teachers and the Newport-Mesa Unified School district have reached a tentative agreement for contract amendments to the current bargaining agreement. Both negotiation teams recommend ratification of the tentative agreement to the Federation membership and to the Board of Education. This tentative agreement upon ratification will conclude negotiations between the Federation and The District for 2020-21.

ARTICLE 12. Salaries

12.2 ~~Effective July 1, 2017, the parties agree to a 2.5% increase to the salary schedules for 2017-18 and a 2.5% increase for 2018-2019. **The 2019-20 salary schedule shall continue for fiscal year 2020-21,** as reflected in Appendix A. **In addition, for the 2020-21 school year, the parties agree to a 1.0% one time off schedule payment. August 18, 2020, shall be a preparation day for teacher and August 20, 2020 will be a professional development day. Service Providers will provide one additional preparation day that will be scheduled prior to June 18, 2021. Each full-time member will also receive a \$500 stipend, part-time members will receive a prorated percentage amount, to support increased use of personal technology equipment and materials resulting from COVID 19, payable in September 2020.**~~

12.3 Due to potential economic uncertainty, the District reserves its right to initiate negotiations under the State's collective bargaining laws, Government Code section 3540, to negotiate work year, compensation, benefits and other cost-containment matters for the duration of this agreement. In the event the District is faced with budget cuts, written notice shall be provided to the Federation. Negotiations under this provision of the agreement may commence ten (10) days after receipt of notification of loss of revenue. The provisions to negotiate cuts under 12.3 of this agreement shall cease on June 30, ~~2018~~ **2020**.

[Maintain Contract Language for 12.4 – 12.10]

12.11 Adult Education and Hourly Employees

12.11.2 Appendix A shall also be amended to reflect the hourly instructional rate, supervision and staff development related hourly responsibilities for non-management certificated employees of \$39.82 **41.21** per hour ~~for 2017-2018 and \$39.82 per hour for 2018-2019~~ **2020-2021**. This rate shall increase by the same percent salary increase that certificated salaries increased on a year-to-year basis.

12.12 Role and Recompense - Believing that extracurricular activities are a part of a student's well-rounded education, the District and Federation agree to use Role and Recompense funds to compensate bargaining unit members who support those activities. Role and Recompense can never adequately compensate unit members for their efforts. The Role and Recompense program provides compensation for extra responsibility and work on behalf of the total educational program primarily outside of the regular school day. For the purposes of this article, compensation for non-bargaining unit members will be on the same basis as unit members.

12.12.1 The value of a Role and Recompense Flex or Stipend uUnit is 1.00% of the cell identified as Column A, Step 1 on the Teacher Salary Schedule for the respective year of this Agreement. The value of the Unit will be rounded to the nearest whole dollar. The value of the Unit will be commensurately adjusted to match any future adjustment to the salary schedule which may be affected by the implementation of Article 12.

12.12.2 Appendix B, Sections 1.0 and 2.0

To provide flexibility in implementing Role and Recompense, schools may access ~~use the District Federation Restructuring Trust Agreement to request waivers for sections of this collective bargaining agreement. Among the types of flexibility offered are the following:~~

12.12.2.1 Reallocate unused stipends units not listed in Appendix B Section 3.0 to fund other school-specific positions. For example, if one school does not have a character education position, that stipend can fund another position such as math family night coordinator.

12.12.2.1.1 The following stipends units are only available on an elementary campus if applicable to that school's grade level configuration:

- Grade level chair positions 1 through 6
- ~~Outdoor Science/Outdoor School~~
- Science Fair
- Student Council

~~12.12.2.2 Reallocate the dollar amount within a classification of stipends. For example, divide the stipends for four (4) varsity football positions, and fund eight (8) football coaches.~~

~~12.12.2.3~~ **12.12.2.2** Augment one stipend **R &R position** by taking a portion of the money **unit** from another stipend **position** or **flex unit**. Funds that are not allocated in the approved ~~R and R~~ **Role and Recompense** plan shall be returned to the general fund.

12.12.3 A site-based Role and Recompense Committee will collaborate with the principal to implement the Role and Recompense ~~program~~ **Appendix B, Sections 1.0 and 2.0** at each school. The Role and Recompense Committee will be composed of democratically elected teachers who represent the various grade levels, curricular areas, and sports/activity programs at the school. The Role and Recompense Committee is responsible for the following **will**:

12.12.3.1 **Effective in the 2021-2022 school year, M-meet** with the principal or designee **in April/May**, to determine the needs of the school based on district and school goals **for the upcoming school year**; and distribute the proposed R and R plan to the faculty at least 5 days prior to site approval to provide staff an opportunity for input.

12.12.3.2 Determine the positions to be offered by **Flex Units** for each school **and will write a list of sample responsibilities for each Flex Unit position.**

12.12.3.3 Establish a selection process for Role and Recompense positions within the guidelines established within the Human Resources Department i.e. open positions must be posted and the selection process follow District and legal requirements.

~~12.12.3.4 Write job descriptions for school-specific positions~~

Distribute the proposed Role and Recompense plan to the faculty for at least five (5) days to provide staff an opportunity to give input prior to the committee approving the plan.

12.12.3.5 Monitor that requirements are met by Role and Recompense stipend recipients, with input from the site principal. **The Role and Recompense Committee and the Principal submit the recommended plan in June directly to the JCCR for approval by the NMFT President and the Human Resources Representative.**

12.12.3.6 Reconvene prior to the end of school year (May or June) in order to recommend R & R plan for the upcoming school year. **Email or post the Role and Recompense Flex Unit positions in August for teachers to indicate interest.**

12.12.4 Appendix B, Section 3.0

Stipends, as specified in Appendix B, Section 3.0 shall be provided to individual unit members as compensation for extra responsibility and work primarily performed outside the regular school day. For the purposes of this article, compensation for non-bargaining unit members will be on the same basis as unit members.

12.12.4.1 Site administration will notify site staff of stipend positions via email or posting, unless the stipend is connected to a class; therefore, the stipend is provided for the co-curricular responsibilities that accompany the primary position. For example: Yearbook, Athletic Director.

12.12.4.2 A Stipend may be split amongst unit members who are sharing the responsibilities of the extra duty assignment.

12.12.4.3 Funds from unfilled Stipend positions shall be returned to the general fund. The funds may not be used to create or augment another Stipend position.

ARTICLE 13. Health and Welfare Benefits

13.3 District Funded Health and Welfare Benefit Cap and Employee Contributions

~~Effective December 1, 2019,~~The District funded Health and Welfare Benefit Unit Cap (Benefit Cap) shall be a maximum of up to \$20,441. **For the 2020-21 year, the District will cover the District's premium costs in excess of the District and OCAP contributions.** The District and the Federation recognize there is a difference in the interpretation of Article 13.2. As a result, both parties agree to retain their respective rights and interpretations of Article 13.2.

~~2017-2018~~ **2020-21** Employee Over Cap Benefit Contribution (OCAP)

There will still be a residual dollar amount required to fund the total cost of ~~2017-2018~~ **2020-21** employee benefits beyond the ~~2017-2018~~ **2020-21** District funded Benefit Cap. This additional residual amount shall be paid by each employee with benefits on a tenths basis via payroll deduction.

All NMFT bargaining unit members with benefits shall pay the applicable Employee Over Cap Benefit Contribution (OCAP) based on the following table:

2017-2018 2020-21 Employee OCAP Benefit Contribution Chart (tenthly)				
	Cigna HMO	Kaiser HMO	Cigna Select HMO	Cigna OAP (PPO)
Employee	\$20	\$20	\$20	\$178
Employee + 1	\$60	\$60	\$60	\$364
Employee + Family	\$100	\$100	\$100	\$532

Full-time employees pay the total OCAP on the chart above. Full-time employees shall pay no premium deduction for the Dental (HMO) plan for themselves or eligible dependents. An additional premium charge shall be paid by those employees selecting Dental (PPO).

Part-time employees who enroll in medical benefits shall pay OCAP amount for benefits plus the appropriate part time rates based on the ~~2017-2018~~ **2020-21** Active Employee Benefit Payroll Deduction Table, effective October 1, ~~2017~~ **2020** as calculated by Risk Management/Benefits in consultation with NMFT.

Full time employees who elect to opt-out of medical and retain Dental Plan and/or Vision Plan will pay only the \$9.27 over-cap tenthly or the prorated amount for part-time employees. The over-cap calculator and Active Employee Benefit Payroll Deduction Table are available at www.nmusd.us/benefits.

Full-time employees will pay no premium deductions for the vision plan for themselves and their eligible dependents.

The District will provide at no cost to the employee term life insurance in the amount of \$50,000 for full-time employees and \$25,000 for part-time employees.

The District will provide at no cost to the employee an Employee Assistance Program.

Scope of Benefits

A change to the scope of the Health and Welfare Benefits is subject to negotiations. The Health and Welfare benefits provided by the District to active employees and early retirees qualifying under Article 16 include medical insurance, dental, vision and life insurance, taking into consideration recommendations made by the Joint Benefits Team. As noted, changes to any of these benefit plans are subject to negotiations between the Federation and District, taking into consideration recommendations made by the Joint Benefits Team (JBT).

If the funded Health and Welfare Benefit Unit Cap is insufficient to cover the full cost of benefits as established by the JBT then plan modifications to reduce the coverage profile cost to an amount within the funded cap may be made by the JBT and adopted by NMFT. If plan modifications are not made or not adopted then effective for the first premium payment the residual dollar amount required beyond the funded cap shall be made by employee contribution paid through employee payroll deduction on a tenthly basis.

[Maintain current contract language for 13.5 through 13.12]

ARTICLE 16. Retirement Benefits

16.2 Benefits

16.2.1 Health and Dental Insurance

16.2.1.1 For early retirees who retire on or before June 30, 2011, the District will provide the health and dental insurance program in effect for regular full-time employees in each of the years involved at no premium cost to the participant for self-coverage upon retirement, until the participant attains age sixty-five (65), or qualifies for other benefits. Early retirees retiring on or after July 1, 2011 will be subject to and will pay the same over-the-cap employee contributions as actives under Article 13.3.

[Note: Commencing in the Health and Welfare Benefit Plan Year 2021-22 the CIGNA PPO will no longer be an option for Out of State early retirees]

[Maintain current contract language for 16.2.1.2 – 16.5]

APPENDIX B

ROLE AND RECOMPENSE

~~The joint District/Union Role and Recompense Committee realize that role and recompense could never adequately compensate unit members for their efforts expended on behalf of the total educational program. Role and Recompense compensates unit members for their efforts expended on behalf of the total educational program by accepting responsibilities that are primarily beyond their regular assigned duties.~~

~~*Sunsets June 30, 2015: Each school will receive funding to support the Role and Recompense positions as listed in the contract.*~~

~~Effective July 1, 2015: The funding formula for Role and Recompense will remain the same based on units allocated and the unit value in effect.~~

~~*Sunsets June 30, 2015: Through the waiver process, each site's Role and Recompense Committee may reconfigure (i.e. add, change, delete) the positions and/or stipends but may not exceed the total units allocated.*~~

~~Effective July 1, 2015: Each site's Role and Recompense Committee may reconfigure (i.e. add, change, delete) the positions and/or stipends but may not exceed the total units allocated. The Role and Recompense Committee and the Principal submit the recommended plan directly to the JCCR for approval by the NMFT President and the Human Resource Representative. A school by school master list of existing stipends will be compiled for July 1, 2015 based on the 2014-15 approved plan.~~

~~**Safety Coordinator, Staff Development Coordinator, and Technology Coordinator are required at each site to meet District Strategic Plan goals. However, units for these positions may be reconfigured to meet site needs.~~

~~Unit value is 1.00 percent of Column A, Step 1.~~

~~The value of a Role and Recompense Unit shall be \$522 for 2014-15.~~

~~The timelines for Role and Recompense are as follows:~~

- ~~10/1 Election of the Role and Recompense Committee~~
- ~~10/15 Review recommended Role and Recompense plan from previous year's committee and consider any additional amendments~~
- ~~*Sunsets June 30, 2015: 11/31 Submit a plan to JCCR for approval*~~
- ~~Effective July 1, 2015: **10/31** Submit plan to JCCR for approval~~
- ~~*Sunsets June 30, 2015: 10/31 Faculty vote on the Role and Recompense Committee's Proposal is completed (note: requirement deleted)*~~
- ~~6/15 Role and Recompense Committee reconvenes in order to recommend a R & R plan for the upcoming school year~~

Interim Role and Recompense Plan

- Prior to staff and JCCR approval of any Role and Recompense plan for the new school year, the District is authorized to assign an employee to a carry-over position(s) and provide pro-rated payment for Role and Recompense services rendered based on the prior year's plan. Prorated expenditures must be accounted for in the new Role and Recompense plan and shall not exceed the school's allocation for the fiscal year.

Sunset Stipend list 6/30/15

[Effective 7/1/15: stipend lists will be removed from contract school by school master lists will be maintained on the HR Division website accessible to certificated employees]

1.0 Role and Recompense Units

1.1 Unit members shall receive Role and Recompense Unit(s) as follows:

<u>1.1.1 ELEMENTARY SCHOOL POSITIONS</u>	UNIT (S) ASSIGNED
1.1.1.1 Grade Level Chair for grades K, 1 st , 2 nd , 3 rd , 4 th , 5 th and 6 th	0.5
School Site Council	0.5
1.1.1.2 Safety Coordinator Recompense will be assigned to that person or in the case of a split assignment those persons selected at each school site to fulfill the requirement Article 5.6.	2.2
1.1.1.3 Staff Development Coordinator Provide teacher leadership to implement high quality, research-based professional development practices at school.	2.2
1.1.1.4 Student Council Advisor	1.5
1.1.1.5 Technology Coordinator This position will be the teacher at the school site who will assist in the implementation of the newly adopted District Technology Plan.	2.2
1.1.1.6 GATE Coordinator This teacher will provide site leadership in GATE. Through staff development, maintaining GATE students, assist in preparing Individual Learning Plans for each student.	0.5
1.1.1.7 Fine Arts Productions	1.0
1.1.1.8 Test Coordinator:	
2.1.1.7.1 TK-2 Schools	1.0
2.1.1.7.2 TK-6/3-6 Schools	2.0
1.1.1.9 SST Coordinator Responsible for distributing paperwork, gathering completed documents, and calendaring of meetings for SST meetings. Duty includes notifying all parties involved when student is to be evaluated.	2.0
1.1.1.10 504 Coordinator Assure students with medical or physical handicap are provided accommodations per Section 504. Maintain student information on AERIES and Synergy. Communicate with parents and sit team members on accommodation plans. Attend annual Section 504 training.	2.0
PTA Representative	0.5
1.1.1.11 Yearbook	1.0

1.1.1.11	Character Education	1.0
1.1.1.12	Science Fair	0.5
1.1.1.13	Lead Teacher	2.0

1.1.2	MIDDLE/INTERMEDIATE SCHOOL POSITIONS	UNIT (S) ASSIGNED
1.1.2.1	Renaissance Coordinator (7/8)	4.0
1.1.2.2	Yearbook Advisor (7/8)	4.0
1.1.2.3	Technology Coordinator This position will be the teacher at the school site who will assist in the implementation of the newly adopted District Technology Plan.	2.2
1.1.2.4	Staff Development Coordinator Provide teacher leadership to implement high quality, research-based professional development practices at school	2.2
1.1.2.5	Testing Coordinator	4.0
1.1.2.6	Safety Coordinator Recompense will be assigned t that person or in the case of a split assignment those persons selected at each school site to fulfill the requirement Article 5.6.	2.2
1.1.2.7	504 Coordinator Assure students with medical or physical handicap are provided accommodations per Section 504. Maintain student information on AERIES and Synergy. Communicate with parents and site team members on accommodation plans. Attend annual Section 504 training.	2.0
1.1.2.8	Secondary GATE Coordinator This teacher will provide site leadership in GATE. Through staff development, maintaining GATE students, assist in preparing Individual Learning Plans for each student.	1.0
1.1.2.9	SST Coordinator Responsible for distributing paperwork, gathering completed documents, and calendaring of meetings for SST meetings. Duty includes notifying all parties involved when student is to be evaluated.	2.0
1.1.2.10	Forensics Nine(9) speech and/or debate contest	5.0

1.1.2.11	Librarian	6.0
	Librarians function as a department chair responsible for budget, leadership, policies and procedures to ensure a library media program integral to curriculum and standards. Provide access to the library before/after regular school hours.	
1.1.2.12	Journalism	6.0
	Publish minimum of five (5) issues of the school paper.	
1.1.2.13	<u>Intermediate School Athletics</u>	
1.1.2.13.1	Activities Director	8.0
1.1.2.13.2	Athletics Coordinator	2.5
	Basketball-7 th Grade Boys	2.5
	Basketball-8 th Grade Boys	2.5
	Basketball-5'4" and Under Boys	2.5
	Basketball-7 th Grade Girls	2.5
	Basketball-8 th Grade Girls	2.5
	Basketball-5'2" and Under Girls	2.5
	<u>Cheer</u>	<u>2.5</u>
	<u>Cross Country - Boys</u>	<u>2.5</u>
	<u>Cross Country - Girls</u>	<u>2.5</u>
	<u>Golf – Co-ed</u>	<u>2.5</u>
	Soccer – 7 th Grade Boys	2.5
	Soccer – 8 th Grade Boys	2.5
	Softball <u>Soccer</u> -7 th Grade Girls (Soccer—2002)	2.5
	Softball <u>Soccer</u> -8 th Grade Girls (Soccer—2002)	2.5
	Track and Field-7 th Grade boys	2.5
	Track and Field-8 th Grade Boys	2.5
	Track and Field-5'4" and Under Boys	2.5
	Track and Field-7 th Grade Girls	2.5
	Track and Field-8 th Grade Girls	2.5
	Track and Field-5'2" and Under Girls	2.5
	Volleyball-7 th Grade Boys	2.5
	Volleyball-8 th Grade Boys	2.5
	Volleyball-7 th Grade Girls	2.5
	Volleyball-8 th Grade Girls	2.5
	Intramurals-Boys	2.5
	Intramurals-Girls	2.5

1.1.3.6	504 Coordinator Assure students with medical or physical handicap are provided accommodations per Section 504. Maintain student information on AERIES and Synergy. Communicate with parents and sit team members on accommodation plans. Attend annual Section 504 training.	2.0
1.1.3.7	Secondary GATE Coordinator This teacher will provide site leadership in GATE. Through staff development, maintaining GATE students, assist in preparing Individual Learning Plans for each student.	1.0
1.1.3.8	SST Coordinator Responsible for distributing paperwork, gathering completed documents, and calendaring of meetings for SST meetings. Duty includes notifying all parties involved when student is to be evaluated.	2.0
1.1.3.9	Academic Decathlon Advisor Recompense will be assigned to those high school advisors who provide sufficient before/after school practice and training to prepare students to compete in regional/state	5.0
1.1.3.10	Youth and Government Advisor Recompense will be assigned to the high school advisors who provide sufficient before/after school practice and training to prepare students to participate in regional/state activities. The advisor will enter and accompany students to activities.	10.0
1.1.3.11	Forensics Nine (9) speech and/or debate contests.	5.0
1.1.3.12	Secondary School Librarians	6.0

1.1.4 CIF Athletics (Comprehensive High Schools)

1.1.4.1 Regular Season

Athletic Trainer x 2 (Boys, Girls)	8.0
Baseball Head Coach – Varsity	7.0
Baseball Coach-Jr. Varsity	5.0
Baseball Coach-Frosh/Soph	4.0
Basketball Head Coach-Varsity (Boys)	8.0
Basketball Coach-Jr. Varsity (Boys)	5.0
Basketball Coach-Soph (Boys)	4.0
Basketball Coach-Frosh/ <u>Soph</u> (Boys)	4.0

Basketball Head Coach-Varsity (Girls)	8.0
Basketball Coach-Jr. Varsity (Girls)	5.0
Basketball Coach-Frosh/Soph (Girls)	4.0
Cross Country Head Coach-Varsity	7.0
Cross Country Coach-Jr. Varsity	5.0
Field Hockey Coach-Varsity	7.0
Football Head Coach-Varsity	9.0
Football Asst. Coach-Varsity x4	7.0
Football Head Coach-Soph	5.0
Football Head Coach-Frosh	5.0
Football Asst. Coach-Soph	5.0
Football Asst. Coach-Frosh	4.0
Golf Head Coach x 2 (B,G)	7.0
Golf Coach-Jr. Varsity x 2 (B,G)	5.0
Lacrosse Head Coach x2 (B,G)	7.0
Lacrosse Jr. Varsity x 2 (B,G)	5.0
Soccer Head Coach x 2 (B,G)	7.0
Soccer Coach-Jr. Varsity x 2 (B,G)	5.0
Soccer Coach-Frosh/Soph x 2 (B,G)	4.0
Softball Head Coach-Varsity	7.0
Softball Coach-Jr. Varsity	5.0
Swim Head Coach-Varsity x 2 (B,G)	7.0
Swim Coach-Jr. Varsity x 2 (B,G)	5.0
Swim Coach-Frosh/Soph (Girls)	4.0
Tennis Head Coach-Varsity x 2 (B,G)	7.0
Tennis Coach-Jr. Varsity x 2 (B,G)	5.0
Tennis Coach-Frosh/Soph (Girls)	4.0
Track Head Coach-Varsity x 2 (B,G)	7.0
Track Coach-Jr. Varsity x 2 (B,G)	5.0
Track Coach-Frosh/Soph x 2 (B,G)	4.0
Volleyball Coach-Varsity x 2 (B,G)	7.0
Volleyball Coach-Jr. Varsity x 2 (B,G)	5.0
Volleyball Coach-Frosh/Soph x 2 (B,G)	4.0
Water Polo Head Coach-Varsity x 2 (B,G)	7.0
Water Polo Coach-Jr. Varsity x 2 (B,G)	5.0
Water Polo Coach-Frosh/Soph <u>x 2 (B,G)</u>	<u>4.0</u>
Wrestling Head Coach-Varsity <u>x 2 (B,G)</u>	7.0
Wrestling Coach-Jr Varsity	<u>5.0</u>
Wrestling Coach-Fosh/Soph	<u>4.0</u>
Full-time unit members who coach two (2) or more sports at any level.	2.0

2.0 Flex Units

2.1 Funds allocated for Flexibility margins. See Article 12.12.2 for further explanation.

2.1.1 Flexibility margins will be assigned as follows:

High Schools: Corona del Mar, Costa Mesa, Estancia and Newport Harbor 3.0

Alt High School: Back Bay/Monte Vista, Early College High School 3.0

Mid/Inter School: Corona del Mar Middle, Costa Mesa Middle, TeWinkle Middle and Ensign Intermediate 6.0

Elementary Schools: Units will be allocated based on the previous year CBED data.0.5 unit per 50 students.
(Example: 450-499 students = 4.5 units,
500-549 students = 5.0 units)

2.1.2 High Schools with enrollment over 2000 will receive 3.5 additional units. 3.5

2.1.3 Elementary Schools with enrollment over 700 will receive 2.0 additional units. 2.0

3.0 Stipend Units

3.1 Unit members shall receive a Stipend Unit(s) as follows:

3.1.1 ELEMENTARY SCHOOL POSITIONS

**UNIT (S)
ASSIGNED**

3.1.1.2 Overnight Excursions – per night
Recompense will be assigned at .25 units per night for each
teacher who attends overnight excursions
(4th, 5th and 6th grades).

0.25

3.1.2 MIDDLE/INTERMEDIATE SCHOOL POSITIONS	UNIT (S) ASSIGNED
3.1.2.1 School Subject Coordinator Those who have responsibility for these subjects shall be compensated: Language Arts, Mathematics, Science, Social Science, Physical Education, Electives, Special Education CORE (CWT – 6 th grade only)	4.4
3.1.3 HIGH SCHOOL POSITIONS	UNIT (S) ASSIGNED
3.1.3.1 Department Chairperson Those Department Chairs who have responsibility for: 8-20 sections shall receive 21-40 sections shall receive 41+ sections shall receive	5.0 5.5 6.0
3.1.3.2 Chairperson of two or more Departments who have responsibility for: 8-20 sections shall receive 21-40 sections shall receive 41+ sections shall receive	6.76 7.37 7.98
3.1.3.3 Athletic Directors x 2 (Boys, Girls)	10.0
3.1.3.4 Activities Coordinator	18.0
3.1.3.5 Yearbook (annual)	6.0
3.1.3.6 Journalism Publish minimum of five (5) issues of the school paper.	6.0
3.1.3.7 High School Performance and Production Instrumental Music Performance at football games and public concerts (given beyond the hours of the regular duty day), or alternate combination of events which equals a total of fifteen (15) public performances as approved or required by the immediate supervisor. The immediate supervisor may not require more than fifteen (15) performances.	7.0
3.1.3.8 Concert and Festival-Winter Season A minimum of two (2) separate concert performances outside of regular school hours and participation in four (4) separate festivals.	6.0

3.1.3.9	Parade and Competition – Spring Season	4.0
	Must participate in a minimum of four separate competitions.	
3.1.3.10	Choral or Vocal Music	6.0
	Fifteen (15) public performances (given beyond the hours of the regular day) as approved or required by the immediate supervisor. The immediate supervisor may not require more than fifteen (15) performances.	
3.1.3.11	Drama	
	One (1) major production, involving at least three (3) performances, two (2) of which are evening performances. One (1) additional major production, meeting the above criteria, will receive a second stipend of the same value. A unit member will not receive compensation for more than two (2) major productions per year at this stipend level.	7.0
	The unit member will receive an additional stipend for either a third major production meeting the above criteria, or participation in at least three (3) festivals involving a minimum of ten (10) competing students per festival.	4.0
3.1.3.12	Drill Team or Flag Auxiliary	5.0
	Performance at each home football game and performances required by the instrumental music teacher	
3.1.3.13	Drill Team (summer) Summer Camp	5.0
3.1.3.14	Stage Craft or Technical Theater	
	One (1) major production, involving at least three (3) performances, two of which are evening performances. One additional major production, meeting the above criteria, will receive a second stipend of the same value. A unit member will not receive compensation for more than two (2) major productions per year at this stipend level.	5.0
	The unit member will receive an additional stipend for a third major production meeting the above criteria. The unit member will receive an additional stipend for a third major production meeting the above criteria.	4.0

3.1.3.15	Pep Squad Advisor Supervise performances at nine (9) football games, all home basketball games, and after-school practices to prepare for these games.	6.0
	Cheer Camp (summer program)	1.5
3.1.3.16	Dance Performances as required for Dance/Drama productions.	4.0

3.1.4 CIF Athletics (Comprehensive High Schools)

3.1.4.1 Regular Season

<u>Competitive Cheer – Varsity</u>	<u>7.0</u>
<u>Competitive Cheer – Jr. Varsity</u>	<u>5.0</u>
<u>Field Hockey – Jr. Varsity</u>	<u>5.0</u>
<u>Stunt Cheer – Varsity</u>	<u>7.0</u>
<u>Stunt Cheer – Jr. Varsity</u>	<u>5.0</u>

3.1.4.2 CIF Playoffs and Post-Season Competition

3.1.4.2.1 CIF Playoffs/Post Season Competition

For each week in which an entire team participates in CIF Playoff competition team sports, the head coach and the number of varsity assistants established by role and recompense positions will receive an additional amount which is equal to the stipend assigned to their position, divided by the number of weeks in the regular season of the sport.

3.1.4.2.2 For each week in which individual athletes compete, the head coach will receive that amount which is equal to one-half (1/2) of the amount assigned to that sport, divided by the number of weeks in that sport.

- 3.1.4.2.3 Band participation of CIF Playoffs will be compensated by the same formula applied to team participation. These performances must be beyond the fifteen (15) required performances for regular compensation as stated in the qualifying level. The instructor of record must be the director at these functions.
- 3.1.4.2.4 Pep Squad participation will be compensated by the same condition in 2.1.4.2.3.

3.1.5

District Art Curator

4.0

The Superintendent shall appoint from among the certificated staff of the District an Art Collection Curator who will be responsible for the care and maintenance of the collection

The District and NMFT negotiation teams have fully negotiated the terms of the Tentative Agreement and subject to ratification by both parties. The bargaining teams for both parties recommend ratification for the Tentative Agreement dated August 11, 2020.

Leona Olson
Chief Negotiator
Newport-Mesa Unified School District

Nicholas Dix
Chief Negotiator
Newport-Mesa Federation of Teachers

Kirk Bauermeister, Ed. D.
Negotiating Team, NMUSD

Tamara Fairbanks
President
Negotiating Team, NMFT

Megan Brown, Ed. D.
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Sarah Auwarter
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Michael Sciacca, Ed. D.
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Timothy McFadden
Negotiating Team, NMFT

Kurt Suhr, Ed. D.
NMUSD Negotiating Team

Jaymi Ropp
Negotiating Team, NMFT

Spencer Covert
NMUSD Negotiating Team

Date