

**EESD District Proposal to EETA**

**September 25, 2020**

The District is facing cash deferrals of \$8.2 million, a \$1400 per pupil funding decrease (\$5.04 million), declining enrollment of over 200 students, significant increase in cost associated with COVID (offset by one-time monies), ZERO COLA and potential mid-year cuts which will leave us in a deficit. The District is already taking steps in preparation to borrow funds in order to make payroll due to deferrals. The District has already made \$1.5 million in cuts and will need to make more for next year. Despite these circumstances, the District is willing to take a one-time financial risk to address the concerns of teachers during this pandemic.

**Cost of MOU signed August 4, 2020**

Reduced School Day by approximately an hour, 4 days a week	1,316,000*
Substitute Pay for DL unit member coverage (approximate)	50,000**
Additional \$500 budget for each unit member	96,000
Additional PPE	
2 additional washable masks	400
1 additional face shield w/drape	<u>1,250</u>
	<b>\$1,463,650</b>

\*Based on the cost of one-hour collaboration negotiated in 2018/19

\*\*Cost associated with paying higher than the \$120 sub rate.

**The Enterprise Elementary School District offers the following proposal to EETA:**

Hire four additional certificated teachers to facilitate Distance Learning Funding from Learning Loss Mitigation Funds (LLMF)	400,000
Provide Excess Sick Leave or 1.75% one-time compensation payment Funded from General Fund	329,000
Weekly Stipend for responsibility of both In-person and Long Term DL Funding from Learning Loss Mitigation Funds (LLMF)	<u>450,000</u> <b>\$1,179,000</b>

1. The District will create an Excess Sick Leave bank for each bargaining unit member of 10 days (prorated based on FTE/Work Week). The days can be utilized within the Excess Sick Leave guidelines and for purposes of the unit member's own illness or quarantine (verified by Public Health or their medical provider). This bank will expire June 30, 2021. Excess sick leave cannot

be converted to Personal Leave or Personal Necessity days. Anyone that does not use ANY of the Excess Sick Leave shall receive a one-time payment equivalent to 1.75% of each unit member's salary by July 31, 2021.

2. Classroom teachers that have long term Distance Learning students assigned to their class list/roster while also being responsible for in-person live instruction shall receive \$150 per week.
3. The District has already created seven Distance Learning assignments for K-3 (including SDC), to facilitate Distance Learning based on family requests. This will also allow the District to accommodate staff reasonable accommodation requests.
4. Unit members that voluntarily accept the responsibilities of a substitute, with administrator approval, for an additional class shall be paid an additional \$150 a full day, \$75 for a half day, for K-5 and pro-rated per period for 6-8 (up to a maximum of \$150 per day). This paragraph replaces paragraph two in the August 4, 2020 MOU signed by both parties. Article 13, class size overage payments shall not apply to this situation.
5. Exclusive Distance Learning Class Size:
  - a. Regular Class Size for Exclusive Distance Learning Assignments shall be up to 34 without consent, with payment beyond the contractual maximum of 30 K-5 and 32 6-8.
  - a. Special Day Class size for Exclusive Distance Learning Assignments shall be up to 16, without consent, with payment beyond the contractual maximum.
6. No unit member will be expected to work beyond the length of the duty day that existed in the 2019/20 school year. The 2020/21 reduced day schedule will facilitate preparation time for Distance Learning.
7. Mistletoe 6th grade classes shall be allowed to over enroll up to 35 students based on current teacher consent.

This proposal is for a one-time agreement for the 2020/21 school year and shall expire on June 30, 2021, or until normal school operations resume whichever is earlier. Any continuance of this proposed agreement would require a new agreement.