

Letter of Agreement
Between Auburn Education Association and Auburn School District No. 408

The Auburn Education Association and The Auburn School District agree to the following language additions as it relates to School Counselors:

New Section: 6.1 Counselor Extended Days

Counselors will receive extended day contracts at the individual's daily rate of pay as follows:

Elementary School Counselors	3 days for a 1.0 FTE
Middle School Counselors	6 days for a 1.0 FTE
High School Counselors	8 days for a 1.0 FTE

Additionally, days will be mutually agreed upon between the school counselor and Building administrator. Half of the days may be individually determined by the counselor based on support of the school counseling plan. If a mutually agreed upon time cannot be determined, the school counselor may appeal to the Asst Superintendent of Human Resources and the AEA President.

Counselor responsibilities

1. No more than 20% of a school counselor's time throughout the school year will be supporting assigned tasks that do not directly or indirectly benefit students (lunch, proctoring).
2. Counselors will receive an annual stipend for the management of the 504 process as follows:
 - a) Elementary counselors: \$1,200
 - b) Middle school counselors: \$1,500
 - c) High school counselors: \$1,800
3. AEA and ASD will create a school counselor advisory committee to monitor implementation of all aspects of HB 5030. The committee will meet quarterly through the 2023-24 school year. This committee will be composed of 3 AEA school counselors and an additional member appointed by AEA, and 4 ASD determined. This committee will meet quarterly.
4. Counselors that proctor will be paid for lost planning time for each day that they proctor.

Counseling services:

Each elementary school building shall be assigned one (1) certificated counselor. At 500 K-5 students each high poverty elementary will be staffed with two (2) certificated counselors. For every 250 FTE students thereafter, an additional counselor will be added. Each middle school shall be assigned a minimum of three (3) certificated counselors. Should a middle school building exceed 1050 FTE students, a fourth counselor shall be added. Each comprehensive high school building shall be assigned a minimum of five (5) counselors except during a transitional year of opening. West Auburn shall have

one (1) counselor. If a high school building exceeds 2,100 FTE students, a sixth counselor shall be added. For every 350 FTE students thereafter, an additional counselor will be added. Additionally, each comprehensive high school shall be assigned one (1) career counselor. For future counselor position openings, ESA social workers may be considered.

This language shall be implemented for the 2022-2023 school year, with the exception of the 504 Stipend, which shall be paid in the 2021-2022 school year as well. At the end of the 2022-2023 trial implementation, ASD and AEA will determine placement within the body of the Collective Bargaining Agreement.



Elaine Hogg, President
Auburn Education Association



Chris Callahan
Executive Director of Human Resources

2/15/2022

Date

2/15/2022

Date