



Stipends

Basics of the Stipend Process

We will answer:

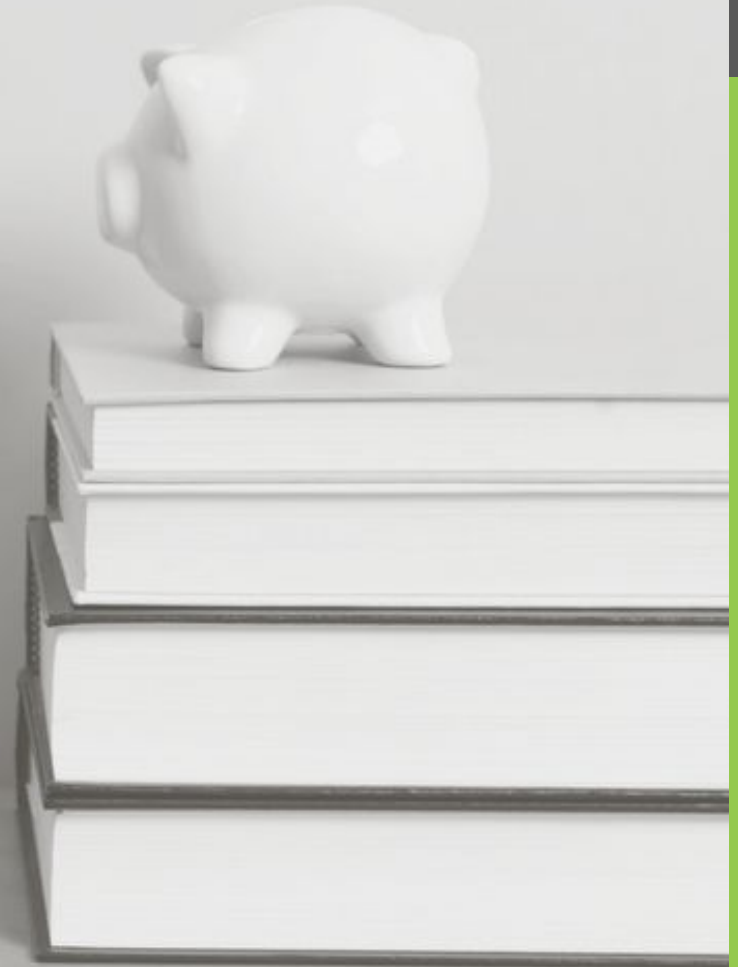
What is a Stipend?

What is the process to initiate or change a Stipend?

What is the hiring process for Stipend positions?

What is a Stipend?

A Stipend is a form of compensation that is paid to certain individuals for services rendered, other work, or while they are receiving training



How are Stipends Initiated or Changed

—The process of negotiating stipends in California school districts, — specifically the Dos Palos Oro Loma JUSD, involves collective bargaining between the District and the Dos Palos Oro Loma Teachers Association union. The process includes reviewing the current agreement, presenting proposals, and explaining the financial impact of proposed settlements.

Steps in the negotiation process

- **Review the current agreement:** The terms of the current agreement are able to be reviewed on an annual basis.
- **Plan the schedule:** The schedule for negotiations is jointly planned.
- **Present/Exchange proposals:** Proposals are presented at the negotiations meeting
- **·Explain the financial impact:** The financial impact of proposed settlements is reviewed by each side of the negotiating teams
- **Sign the contract:** The signed contract is binding on both the board and the union.

What is the hiring process for Stipend Positions?

1. Stipend positions are posted to Edjoin and the District's employment board August 1 of each school year
2. The District's interview process is followed in screening, interviewing, and recommending the candidate for stipends position
 - Interview Process should include 2-3 panel members
 - Interview questions recommended by HR department
 - If no more than 1 candidate applied, formal interview is waived
3. Recommendation for Employment provided to Board for approval

Questions?

Thank You