

Contract Between

South Umpqua School District 19

and

**Douglas County Bargaining Council and South
Umpqua Education Association, OEA/NEA**

2023-2026

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Article 1 - Status of Agreement

- A. Pursuant to state law, Douglas County School District #19, hereinafter referred to as "Board," "District," or "Administration," and the Douglas County Bargaining Council SUEA, OEA/NEA/ hereinafter referred to as "Council," hereby agree upon a Collective Bargaining Agreement. The purpose of this contract is to set forth the intent and terms thereof agreed to by the Board and the Council
- B. Pursuant to State law, the Board acknowledges the Council as the exclusive bargaining representative on employment relations for a bargaining unit containing all licensed personnel contracted to the District. Specifically excluded from the bargaining unit are supervisory, administrative, confidential and central office employees, classified, temporaries (less than 30 days) and substitutes.
- C. The term "Association" when used in the agreement shall refer to the South Umpqua Education Association.
- D. The term "teacher," and "employee" when used in this Agreement, shall refer to all employees represented by the Association in the bargaining unit as determined in paragraph "B" above
- E. The Council acknowledges the Board as the duly-elected representative of the people and agrees to negotiate only with the Board through the negotiation agent or agents officially designated by the Board to act on its behalf.

Article 2 - Rules of Interpretation and Application

- A. This document sets forth the total and complete agreement upon employment relations reached by the parties pursuant to collective bargaining; all negotiations and bargaining are merged herein.
- B. This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties.
- C. If any provision of this Agreement or the application thereof to any employee, group of employees, or the Board is held by a court of competent jurisdiction to be contrary to the law, then such provision or application shall not be deemed valid and subsisting, but all other provisions or applications shall continue in full force and effect. The parties shall enter into negotiations for the purpose of attempting to arrive at a mutually satisfactory replacement for a provision declared unlawful under this section.
- D. The provisions of this Agreement take precedence over contrary provisions of individual teacher contracts.
- E. Any notices, filings, or other contacts between the Association and the District required or allowed in this Agreement shall be with the Superintendent, on behalf of the Board, and the President of the Association, or designee(s), on behalf of the Association. The Association shall notify the Superintendent in writing within ten (10) days of the election as to the names of all officers of the Association. In the event of a vacancy in officials of the Association, the Association will notify the Superintendent in writing of the name(s) of the officer(s) within ten (10) days after the vacancy is filled.
- F. The Association may represent the teacher at any meeting that could lead to discipline or effect future employment status, including plans of assistance.

Article 3 - Definition of Rights of the Board

- A. Except as expressly limited by the specific provisions of this Agreement, the Board is the ultimate determiner of policy and retains unto itself jurisdiction and authority over all facets of District operations and programs, as well as all rights and authority vested in it by existing and future laws, regulations, and policies.
- B. Without limiting the generality of the foregoing, it is agreed that the Board reserves the following specific rights subject only to the express terms of this Agreement:
1. To the executive management and administrative control of the school district and its properties and facilities, and the on-the-job activities of its employees;
 2. To hire all employees and, subject to the provisions of the law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;

ORS 342.835 Probationary Teacher

(1) The district board of any fair dismissal district may discharge or remove any probationary teacher in the employ of the district at any time during a probationary period for any cause considered in good faith sufficient by the board. The probationary teacher shall be given a written copy of the reasons for the dismissal, and upon request, shall be provided a hearing thereon by the board, at which time the probationary teacher shall have the opportunity to be heard either in person or by a representative of the teacher's choice.

(2) For any cause it may deem in good faith sufficient, the district board may refuse to renew the contract of any probationary teacher. However, the teacher shall be entitled to notice of the intended action by March 15, and upon request, shall be provided a hearing before the district board. Upon request of the probationary teacher, the board shall provide the probationary teacher a written copy of the reasons for the nonrenewal, which shall provide the basis for the hearing.

(3) If an appeal is taken from any hearing, the appeal shall be to the circuit court for the county in which the headquarters of the school district is located and shall be limited to the following:

- (a) The procedures of the hearing;
 - (b) Whether the written copy of the reasons for dismissal required by this section was supplied; and
 - (c) In the case of nonrenewal, whether notice of nonrenewal was timely given.
3. To establish and enforce pupil conduct and discipline rules, regulations, and policies;
 4. To establish the grading systems and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students;
 5. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature with input from staff at the appropriate instructional level;

6. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and non-teaching activities, and terms and conditions of employment;
 7. To determine location of the schools and other facilities of the school system, including the right to establish new facilities and to relocate or close old facilities;
 8. To determine the financial policies of the District including the general accounting procedures, inventory of supplies and equipment procedures, and public relations;
 9. To enforce the rules and regulations now in effect and to establish new rules and regulations from time to time not in conflict with this Agreement;
 10. To create, combine, modify, or eliminate any teaching position;
 11. To establish and revise the school calendar in consultation with all interested parties including but not limited to students, parents, employees in the bargaining unit, classified employees, and the District patrons;
 12. To evaluate all programs and personnel, and to conduct tests and employ other means of evaluation.
- C. Nothing in this Agreement shall limit in any way the District's contracting or subcontracting of work or shall require the District to continue in existence any of its present programs in their present form and/or location or on any other basis. The exercise of the powers, rights, authority, duties, and responsibilities of the Board, as well as the authority to adopt policies, rules, regulations, and practices and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement.
- D. Irrespective of the District's rights as provided in Section C herein, the District agrees that no member of the bargaining unit will be terminated as the direct result of the District's installation and use of distance learning technologies.

Article 4 - Definition of Rights of the Association/ Council

- A. **Information** - Upon timely request, the Board shall allow the Association access to all information necessary for research in its functioning as exclusive bargaining representative in an editable digital file format.
- B. **Association Representatives** - Whenever any representative of the Association or any teacher is required by the Board to participate during working hours in negotiations, grievance proceedings, or other proceedings under this contract, they shall suffer no loss of pay. The District shall grant employees who are designated representatives and its affiliates reasonable time to engage in negotiations, investigatory meetings, hearing, grievance proceedings, Association conferences or meetings during the public employee's regularly scheduled work hours without loss of compensation, seniority, leave accrual or any other benefits.
- C. **Use of Facilities** - The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings with teachers, scheduling such use with the approval of the principal of the school, provided that such use shall not interrupt or interfere with normal school operations or interfere with employee's professional duties. The representative shall notify the principal's office of their presence in the building.
- D. **Bulletin Boards** - The Association shall have in each school building the reasonable use of such bulletin boards as may be in each faculty lounge. All materials placed by the Association on the school bulletin boards shall be dated and labeled to identify their origination from the Association. Materials so placed shall not defame any person nor be detrimental to employer/employee relations.
- E. **Mail and E-Mail** - The Association shall have the right to the reasonable use of interschool courier services and teacher boxes, except as prohibited by law. The Association shall have the right to use the electronic mail systems or other similar communication systems of the District to communicate with the employees in the bargaining unit regarding bargaining, investigation of grievances or other disputes relating to employment relations, and other Association business.
- F. **Faculty Meetings** - The Association may suggest items for the agenda of any faculty meeting. Such items shall pertain only to the educational operations of the school and shall not include Association business. An Association representative shall be allowed to make brief announcements at the end of a faculty or professional meeting.
- G. **Association Leave** - The Association shall be granted an aggregate of ten (10) days noncumulative paid leave per school year. An Association representative may attend to official duties of elected positions within the positions within the Association, Council, or OEA. The Association President or designee shall notify the building principal and Superintendent in writing five (5) work days in advance of the date an Association member for approval to be on leave for Association business. The requirement of five (5) days' notice may be waived upon mutual agreement of the District and the Association. The Association shall reimburse the District for the cost of a substitute teacher.
- H. **School Office Equipment** - The Association shall have the right to use school office equipment, for Association business dealing with South Umpqua teachers at reasonable times, when not otherwise in use. The Association shall pay for the cost of all materials and supplies incidental to such use, and for any repairs necessitated as a result thereof. All Association use of District equipment provided for in this section will be subject to all applicable Board policies and laws.

- I. **Access to Employees** – The District shall provide the Association reasonable access to employees within the bargaining unit. For newly hired employees, the Association shall meet with them within 30 calendar days from the date of hire for a period of at least 30 minutes but not more than 120 minutes, during new employee orientation or, if the District does not conduct new employee orientations, at individual or group meetings. For purposes of employees in the bargaining unit who are not new employees, reasonable access includes, but is not limited to:
 - (1.) The right to meet with employees during the employees’ regular work hours at the employees’ regular work location to investigate and discuss grievances, workplace-related complaints and other matters relating to employment relations; and
 - (2) The right to conduct meetings at the employees’ regular work location before or after the employees’ regular work hours, during meal periods and during any other break periods.

- J. **Legal Compliance** - All Association use of South Umpqua facilities and/ or equipment under this Article shall be subject to applicable laws and policies, including HB 2016.

Article 5 - Dues and Deductions

This provision shall be voted on separately and shall reflect the opinion of the majority of the teachers in the bargaining unit and shall be certified to the Board by the Association.

- A. The District will deduct dues, fees, and any other assessments or authorized deductions to the Association in accordance with the payroll-deduction authorizations signed by members and provided to the Association. The Association will provide the employer with a list identifying the employees who have signed such authorizations and the authorized deduction amounts. The Association shall rely on the list to make the authorized deductions and to remit payment to the Association.
- B. Beginning with the October paycheck of employees affected by this article and continuing for nine (9) successive months thereafter, the District will deduct and forward to the Association one-tenth (1/10) of the total dues of the Association, OEA, and NEA as authorized on a form mutually acceptable to the District and the Association.
- C. The Association agrees to hold the District harmless against any and all claims, suits, orders, or judgments brought against the District as a result of complying with this article. Mathematical errors will be corrected by either party.

Article 6 - Definition of Rights of Employees in the Bargaining Unit

- A. **Discipline of Employees.** No member of the bargaining unit shall be reduced in basic salary, suspended without pay, or reprimanded in writing, without just cause. This article shall not apply to matters regarding the extension, non-extension or dismissal of contract teachers or the renewal, nonrenewal or dismissal of probationary teachers. This article also does not apply to retention, non-retention or dismissal of extra-duty positions.
- The employee will have the right to appeal only the procedure through the grievance procedure of this Agreement.
- B. An employee shall be entitled to have present a representative member of the Association selected by the association during any meeting which is related to discipline or which might reasonably be expected to lead to disciplinary action, including plans of assistance. When a request for such representation is made, no action shall be taken with respect to the employee until such representative member of the Association is present. However, the securing of a representative member of the Association shall not unreasonably delay any proceedings.
- C. Employees, supervisors, and administrators agree that any criticism regarding one another shall be made in confidence and never in the presence of students, parents of students, other employees (except a building representative), or at public gatherings. All critiques made shall be confidential.
- D. Any teacher will be able to review the contents of their own personnel file during administration office hours. A teacher may file a written rebuttal to anything placed therein. Such rebuttal, once filed, shall be a permanent part of this file.
1. A teacher will have the right to indicate those documents or other materials in the teacher's file which the teacher believes to be obsolete or otherwise inappropriate for retention. Said documents will be reviewed by the Superintendent and, at the discretion of the Superintendent, may be destroyed, subject to the provisions of the law.
 2. No written disciplinary or evaluation document will be placed in a teacher's personnel file unless the teacher has had an opportunity to review the document. The teacher will acknowledge that they has had the opportunity to review such documents by affixing the teacher's signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. If a teacher refuses to affix a signature to the document, an administrator may sign and date the document in place of the employee. A citation will be included stating the employee refused to sign the document. Refusal to sign is not considered insubordination.
- E. Teachers will determine grades of students; no grades will be changed without first consulting with the teacher.

Article 7 - Layoff

- A. In conducting a layoff under this article, the District will first determine the program(s) or area(s) scheduled for reduction or elimination.
1. After such determination, the District will make every reasonable effort to transfer teachers in such program(s) or area(s) to other vacant positions for which they are qualified and properly licensed.
 2. The District will make every reasonable effort to combine positions in a manner which allows teachers to remain qualified so long as the combined positions meet the curriculum needs of the District.
- B. Seniority shall be defined as the employee's total length of continuous service in the District as a licensed teacher. Seniority will be computed and accrue from the teacher's date of employment in a bargaining unit position, and shall continue to accrue during paid leaves. In case two or more teachers have the same date of employment with this District, the tie will be resolved by drawing lots with District and representative members of the Association present.
- C. Whenever the Board determines that a layoff is necessary, it will notify the Association.
- D. In the event the Board, in its discretion, determines that a layoff is necessary, then it will determine the teachers to be retained by means of the following criteria:
1. Licensure
 2. Seniority
 3. Competency and Merit
- "Competence" means the ability to teach a subject or grade level based on recent teaching experience related to that subject or grade level within the last five years, or educational attainments, or both, but not based solely on being licensed to teach. The district may consider a teacher's willingness to undergo additional training or pursue additional education in deciding upon questions of competence.
4. Compliance with OR 342.934 that requires the district to consider cultural and linguistic expertise.
- E. **Recall**

If, within 27 months of a layoff, a vacancy occurs within the District for which a laid-off teacher is qualified as per paragraph F below, the recall procedure outlined below will be followed.

1. At the time of layoff, the District shall provide an opportunity for laid-off teachers to express in writing a desire to return to the District. The District shall also receive the teacher's address for recall notification. In the event of a recall, the District shall notify the teacher who has expressed a desire to return to the District of the recall by certified mail, return receipt, sent to the last address given by the teacher to the District office. The teacher will have fifteen (15) calendar days from the date of mailing to notify the District of intent to return. The teacher must thereafter report on the starting date specified by the District providing that this will not be less than fourteen (14) days from the date the notice of recall was received, or lose all recall rights.

2. All benefits to which a teacher was entitled at the time of layoff, including unused accumulated sick leave, will be restored to the teacher upon the teacher's return to active employment, and the teacher will be placed on the proper step of the salary schedule for the teacher's current position according to the teacher's experience and education. A teacher will not receive increment credit for the time spent on layoff nor will such time count toward the fulfillment of time requirements for acquiring permanent status. Employee benefits do not accrue during the time of layoff.
 3. Teachers covered by this article will receive information regarding their rights under COBRA in regards to insurance benefits.
 4. Teachers covered by this article will be given consideration for substitute teaching; such will not affect teacher recall rights.
- F. In determining which teacher or teachers to recall, the Board will utilize the criteria set forth in paragraph D above. Any teacher who does not accept a recall will lose all further recall rights and will be deemed to have resigned from District employment. Any teacher not recalled pursuant to this article within twenty-seven (27) months of layoff will be deemed to have resigned from District employment.

Article 8 - Grievance Procedure

Grievance Procedure for Contract Dispute: The purpose of this procedure is to provide an orderly method for resolving grievances regarding the interpretation, application, or alleged violation of the provisions of this Agreement. A determined effort shall be made to settle any differences at the lowest possible level in the Grievance Procedure.

Section 1. Definitions

- A. "Grievance" shall mean a complaint regarding the interpretation, application, or alleged violation of the express terms of this collective bargaining agreement.
- B. "Grievant" is the person or persons who has the grievance and is presenting the claim, also referred to as the claimant, or the Association making the claim pursuant to "J" or "K" below.
- C. The "Party in Interest" is either the person or persons making the claim or the person or persons against whom the claim is made.
- D. "Consultant" is the one who advises either party in interest.
- E. "Representative" is the one who may speak for and/or advise a party in interest.
- F. "Immediate Supervisor" is the one who had direct administrative and supervisory responsibility over the grievant in the area of grievance.
- G. "Days" The term "days" when used in this article shall, except where otherwise indicated, mean the grievant's working days.
- H. "Persons Officially Involved" means the Superintendent, their representative and/or consultants, the grievant, their representatives and/or consultants, and witnesses.
- I. "Association Grievance Committee" is an advisory committee of the Association.
- J. If, in the judgment of the Association, a grievance affects a group of teachers or the Association, the Association may represent the group. A class grievance involving more than one supervisor and grievances involving the Administration above the building level may be filed by the Association at Level Three.
- K. Matters dealing with alleged violations of Association rights under this contract grievance shall be initiated at Level Three.

Section 2. General Procedures

- A. These procedures shall be processed within the specific lengths of time.
- B. All parties should attempt to complete the procedures by the end of the school year. The parties shall make a good faith effort to shorten the number of days provided. Time limits may be extended by mutual agreement.
- C. All parties in interest have a right to consultants or representatives of their own choosing at each level of these grievance procedures.

- D. There shall be no restraint, interference, discrimination, or reprisal exerted on any employee choosing to use these procedures for resolution of grievances.
- E. Failure at any level of this procedure by the grievant to appeal a grievance to the next level within the specified length of time shall be deemed to be acceptance of the decision rendered at that level. Failure at any level of this procedure to communicate the decision in writing on a grievance within the specified length of time shall be deemed a rejection of the grievance and shall permit the grievant to proceed to the next level.
- F. All documents, communications, and records of a grievance will be filed in the school district office separately from the personnel file.
- G. All parties will avoid interruption of classroom and/or any other school-sponsored activities.
- H. Every effort will be made by all parties to avoid the unnecessary involvement of students in the grievance procedure.
- I. All parties in interest will process grievances at times which do not interfere with assigned duties.
- J. Attendance at Levels One, Two, Three, and Four shall be restricted to parties in interest, persons officially involved, and witnesses.
- K. No probationary teacher, as defined in ORS 342.815, may use the grievance procedure in any way to appeal discharge or a decision of the Board not to renew their contract, as such dismissal or non-renewal will be governed by the Fair Dismissal Law (ORS 342.835).
- L. No permanent teacher, as defined in ORS 342.815, may use the grievance procedure to dispute any action by the Board which is applicable to the Fair Dismissal Law (ORS 342.865-342.915).
- M. The Association will be responsible for all costs it unilaterally incurs during Level One, Two, Three, and Four of grievance processing unless otherwise agreed to by the parties in interest. The Board will likewise be responsible only for its costs unless otherwise mutually agreed.
- N. The filing or pendency of any grievance under the provisions of this article shall in no way operate or impede, delay, or interfere with the right of the Board to take the action complained of, subject, however, to the final decision on the grievance.
- O. The sole contractual remedy available to any teacher for any alleged breach of this Agreement or any alleged violation of their rights hereunder will be pursuant to the grievance procedure.
- P. In the course of investigation of any grievance, representatives of the Association will immediately upon arrival check in with the administrator of the building being visited and identify the person being contacted and that a grievance is being investigated.

Section 3. Levels of Grievance

- Level One** The grievant shall first discuss the grievance within fifteen (15) days from the time of discovery of the cause of the claim with their principal or immediate supervisor with the objective of resolving the matter informally.
- Level Two** If the grievant is not satisfied with the disposition of the grievance at Level One, the grievant, within seven (7) days, shall file a written grievance with the principal or immediate supervisor. The written grievance shall include a statement as to the occurrence or action complained of, the contract provision allegedly breached, and a statement of the remedy sought. The grievant may also notify the Association Grievance Committee. The principal or

immediate supervisor shall communicate their decision in writing to the grievant within seven (7) days of receipt of the grievance.

Level Three After receipt of the decision rendered by the immediate supervisor, the grievant may appeal in writing to the Administration (Superintendent) within seven (7) days. This appeal shall set forth the reasons the grievant considers the decision unacceptable, in addition to the writing requirements stated in Level Two. Appeals to the Administration shall be heard within ten (10) days of receipt of the appeal. Five (5) days' prior written notice of the time and place of the administrative hearing shall be given to the grievant, their representative, and any other persons officially involved in the grievance. Attendance at the hearing of appeal shall be restricted to persons officially involved. Parties in interest may elect to call witnesses who shall appear individually at the hearing. The Administration shall communicate its decision in writing to the grievant within seven (7) days of termination of the hearing.

- Level Four**
- a. If the grievant is not satisfied with the disposition of the grievance at Level Three, the grievant may, with the written consent of the Association, within seven (7) days following receipt of the Administration's written decision, submit the grievance to arbitration. Arbitration will be conducted in accordance with the rules of the American Arbitration Association in effect at that time.
 - b. Within five (5) school days after such written notice of submission to arbitration, the Superintendent and the Association will attempt to agree upon a mutually acceptable arbitrator and to obtain a commitment from such arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the five (5) day period, a request for a list of arbitrators will be made to the Employment Relations Board (ERB) by either party. Only arbitrators residing in Oregon shall be selected.
 - c. The arbitrator so selected will confer with the representatives of the Administration and the Association and hold hearings promptly and will issue their findings not later than thirty (30) days from the date of the close of the hearings or, if oral hearings have been waived, from the date the final statements and proofs are submitted to them. The arbitrator's findings will be in writing and will set forth their findings of fact, reasoning, conclusions, and orders on the issues submitted. The decision of the arbitrator shall be final and binding upon the parties and shall be the last remedy provided by this contract.
 - d. The costs for the services of the arbitrator, including per diem expenses, if any, and their travel and subsistence expenses and the cost of any hearing room, will be borne equally by the District and the Association. All other costs will be borne by the party incurring them.
 - e. The arbitrator's authority is limited to the interpretation and the application of this contract and, during this step of the grievance procedure, the arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement.

Section 4. Work Stoppage

- A. As a result of any grievance dispute, the Association and its members, as individuals or as a group, will not initiate, cause, permit, or participate or join in any strike, work stoppage, slowdown, picketing, or any other restriction of work. Employees in the bargaining unit, while acting in the course of their

employment, shall not honor any picket line established by the Association or by any other labor organization when called upon to cross such picket line in the line of duty. Disciplinary action, including discharge, may be taken by the District against any employee or employees engaged in a violation of this section. Such disciplinary action may be undertaken selectively at the option of the District and shall not preclude or restrict recourse to any other remedies, including an action for damages, which may be available to the District.

- B. In the event of a grievance dispute which results in a strike, work stoppage, slowdown, picketing, observance of a picket line, or other restriction of work in any form, either on the basis of individual choice or collective employee conduct, the Association will immediately upon notification attempt to secure an immediate and orderly return to work. This obligation and the obligations set forth in Part A, above, shall not be affected or limited by the subject matter involved in the dispute giving rise to the stoppage or by whether such subject matter is or is not subject to the grievance provisions of this Agreement.
- C. There will be no lockout of employees in the unit by the District as a consequence of any dispute arising under this contract during the period of this Agreement.
- D. Paragraphs A-C, above, refer only to disputes arising as a result of grievances or alleged grievances.

Article 9 - Evaluation

- A. At the beginning of each school year, each teacher shall be given notice of the criteria to be used for teacher evaluation.
- B. All formal evaluations of teachers shall be done in writing.
- C. Each teacher shall be given a copy of their written evaluation within a reasonable period after its completion.
- D. A teacher may attach written comments to the evaluation for inclusion in their personnel file.
- E. A teacher may request that an additional observation be conducted.

Article 10 - Vacancies and Transfers

- A. **Vacancies:** Whenever a vacancy in professional positions arise, the Superintendent, or designee, will notify the Association. The notification will indicate the date on which the vacancy should be filled. As much time between notification and filling of the vacancy will be allowed as reasonably possible. The notification will include salary, qualifications, and any other pertinent factors deemed important by the Superintendent, or designee, and shall be posted on the District's website and/or at each school office via email.
- B. **Transfer:**
1. **Voluntary Transfer:** A teacher's request for transfer to a different class, building, or position shall be in writing, filed with the Superintendent. It shall state the school, grade, or position sought, and the applicant's qualifications. The Administration will act upon the request and will notify the applicant of the decision. Factors will be considered including availability of the position requested.
 2. Involuntary transfers shall be instituted under the following circumstances:
 - a. Involuntary transfers predicated upon District manpower requirements, shift in student loads, or changes in course or curriculum offerings, and may be based on licensure, seniority, or grade level experience.

Individuals involuntarily transferred under this provision shall have the right of refusal to transfer back to the building from which they were involuntarily transferred. Positions that come open shall be offered to any teacher with the proper licensure involuntarily transferred from that building in order of seniority. The right of refusal to transfer back to the building from which they were involuntarily transferred will expire in one year.
 - b. The District may involuntarily transfer employees for disciplinary reasons when it deems necessary.
 3. The rights set forth in Article 10 shall not be applicable to Article 7 - Layoff. Article 10 does not apply to layoffs, reductions in force, or bumping rights.
 4. After the first day all staff are required to return for the school year, should a transfer to a new position requiring a new preparation be necessary, two (2) days' pay for moving and preparation shall be given. After the first day all staff are required to return for the school year, should an assignment requiring a new preparation be necessary, two (2) days' pay for moving and preparation shall be given.
 5. Teachers will be notified of tentative teaching assignments for the following teaching year prior to the end of the current school year. It is understood that there may need to be changes made during the summer. If a licensed personnel is required to change assignments after August 15th of any upcoming school year, then the licensed personnel will receive one day of additional compensation or one additional release day. If section B, 4 of this article applies then section B, 5 of this article is null and void.

Article 11 - Complaint Procedures

- A. It is the intent of this Agreement to provide a procedure which will handle complaints expeditiously and fairly. If a complaint is not signed by the complainant, it shall be dropped without prejudice except in mandatory reporting and harassment/bullying complaints.
- B. If a complaint is made against a teacher to the administration, such complaint shall be processed only under the following circumstances
 1. If, in the principal's judgment, such complaint is sufficiently relevant to the teacher's performance to indicate the need for a conference;
 2. If the administrator intends to take further disciplinary action based on the complaint;
 3. If the principal intends to make a reference in the evaluation report of the complaint.
- C. Pursuant to Section A above, a conference will be held with the teacher and the complainant within five (5) working days after the written, signed complaint is received by the administrator. At the conference, the teacher shall be presented with a copy of the complaint.
- D. Any such complaint which the administration chooses not to discuss with the teacher or which is not discussed within the required time shall not be considered in the teacher's evaluation and shall not be used against the teacher in any subsequent actions by the District.
- E. The teacher shall have the right to attach a written statement to any complaint.
- F. Allegations of sexual harassment, child abuse, workplace harassment, or other criminal conduct will not be considered complaints for purpose of this article and will not be subject to this complaint procedure. All other rights shall be considered in effect.

Article 12 - Personal and Academic Freedom

- A. The Board recognizes that the personal life of employees covered by this contract is not an appropriate concern of the Board, except as the employee's personal life may directly affect work performance or other position-connected relationships.
- B. Teachers shall enjoy freedom in classroom presentations and discussions. Controversial materials that are presented and discussed shall be relevant to the course content in accordance with the curriculum program of the District. The Board retains the right to establish the curriculum program.

Article 13 - Maintenance of Classroom Control and Discipline

- A. A definition of the duties and responsibilities of all administrators, coordinators, supervisors, and other personnel pertaining to student discipline, shall be reduced to writing by the Superintendent and published in the District's Student Code of Conduct.
- B. A copy of the building disciplinary procedure shall also be provided to each teacher. Teachers may periodically review and recommend to the principal changes regarding building student disciplinary procedures.
- C. The parties agree to follow discipline procedures in each building handbook. Alleged violations of "C" may only be grieved to the Superintendent level.

Article 14 - Leaves of Absence

- A. **General Rule:** Any leave provision in this article, not specifically described herein as "with pay," or leave under OFLA/FMLA which allows for wage replacement by using accrued paid leave, shall be taken without pay and shall be charged to the teacher by a deduction of 1/190 of gross yearly salary for each day, or portion thereof, absent.
- B. **SICK LEAVE**
1. The District shall comply with state and federal laws regarding sick leave. Teachers who are absent because of personal illness, injury, or non-emergency medical appointments shall receive compensation in accordance with the following provisions:
 2. Each licensed employee shall be granted ten (10) days of sick leave per year and shall be credited those days at the beginning of each contract year. Each teacher shall accrue one (1) sick day per month for the first ten (10) months of the contract year. Should an employee leave before the end of the year, the employee shall only be credited for those days earned. If an employee leaves before the end of the year and has used more days than they have earned and had no carryover days to use, the extra sick days used and paid for will be subtracted from the employee's final paycheck.
 3. Accumulation of unused sick leave shall be unlimited.
 4. **Transfer and Forfeiture:**
 - a. **Transfer:** In accordance with ORS 332.507, a teacher shall be permitted to take up to seventy-five (75) days' sick leave accumulated in other Oregon districts. The accumulation shall not exceed that carried by the most recent employing district. However, the transfer of sick leave from another Oregon district shall not be effective until the teacher has completed thirty (30) working days in this District. Such teacher is responsible for securing and completing the necessary documentation.
 - b. **Forfeiture:** All sick leave rights which have accrued to employees under the terms of this Agreement, except the right to use one-half of accumulated sick leave days for computation of retirement benefits as provided in ORS 238.350, will be forfeited upon termination of employment with the District.
 5. **Verification:**
 - a. A teacher claiming paid sick leave warrants that they were in fact personally ill or injured on the days claimed, or at a medical appointment.
 - b. When requested by the Administration, any teacher claiming more than three (3) consecutive school days of paid sick leave shall furnish a medical practitioner's certificate that the illness or injury prevents the teacher from teaching. A teacher may be required to submit to a medical examination, at the Board's expense, and with a doctor of the Board's choosing, prior to being allowed to return to work.
 6. **Sick Leave Bank:** (Association Non-Members are excluded from this section):

- a. The District shall assist the Association in the operation of a sick leave bank as provided herein. The purpose of the sick leave bank shall be to extend to those employee's additional paid leave hours should a serious illness or injury that is OFLA/FMLA qualifying exhaust the bargaining unit member's accumulated sick leave.
- b. Upon thirty (30) days' written notice from the Association, the District shall establish a separate sick leave account in the name of the Association or its administrative designee.
- c. At the beginning of each school year, the Association shall advise members of the bargaining unit as follows:
 - 1) That each member of the bargaining unit may donate up to one (1) day of said teacher's accumulated sick leave to the Association's sick leave bank. Further, at the beginning of each year thereafter, each member of the bargaining unit may contribute up to one (1) full day of sick leave to a total limit of sick leave days in the sick leave bank not to exceed the number of members in the bargaining unit.
 - 2) That such donations are completely voluntary.
 - 3) That the Association or its administrative designee shall administer all disbursements from said sick leave bank.
- d. Bargaining unit members shall confirm their desire to donate to the sick leave bank when requested by the Association. Such confirmation shall be in writing and personally signed by the donating bargaining unit member on a form to be provided by the Association. The original of said form shall be forwarded by the Association to the District. A copy shall be provided by the Association to the donating bargaining unit member and copy may be retained by the Association.
- e. The Association or its administrative designee of the sick leave bank shall develop policies governing the operation of the sick leave bank. The parties agree that the sick leave bank shall not be operative until such time as said policies have been adopted by the Association or its administrative designee and a copy of said policies have been forwarded to the District and each member of the bargaining unit.
- f. The District shall transfer accumulated sick leave to the Association's sick leave account in accordance with the authorized donor confirmations that are received within the annual enrollment period as provided herein.
- g. The Association, or its administrative designee, shall administer disbursements from the Association's sick leave bank account. Each time such a disbursement is to be made, the Association shall advise the District, in writing, the exact number of days of sick leave and to whom said sick leave days are to be transferred. At no time shall the total number of sick leave days to be transferred exceed the total number of such days recorded in the Association's sick leave bank account.

- h. The Association does hereby indemnify and will defend the District against all claims, charges, damages, legal fees, and costs incurred as a result of its maintenance of the Association's sick leave bank as provided herein. If there is a claim made against the District as a result of the application of any of the provisions of this section, the OEA agrees that it will pay any and all fees, costs, and other expenses of the attorney, attorneys, or law firm selected by the District to represent it.

The OEA further agrees that it will pay any and all amounts awarded against the District, including but not limited to damages, fees, fines, and court costs.

- C. **Personal Leave:** Each teacher shall be credited with two (2) days per year of personal leave, which may be accumulated to a maximum of six (6) such days. Employees may elect to receive \$100 for each unused personal leave day left at the end of the year. Any days for which an employee receives \$100 will then be considered used and ineligible for rollover. Payment shall occur in the last pay period of the school year. Personal leave shall be requested at least one (1) day in advance. The principal shall not deny the request unless a competent substitute is not available or extenuating circumstances require the teacher's presence. The principal shall state the reason for a denial of personal leave.
- D. **Bereavement Leave:**
 - 1. Each bargaining unit member shall be allowed three (3) days Bereavement Leave per year with pay.
 - 2. Bereavement Leave is allowed in accordance with state and federal laws.
- E. **Jury Duty and Subpoena for Court Appearance**
 - 1. Leave of absence may be authorized for jury duty or under subpoena as a disinterested witness. Teachers may secure support from the District office in seeking relief from jury duty when it interferes seriously with professional obligations to the teaching assignment. Fees received for services performed during working hours while on jury or court duty shall be reported to the business office and deducted from regular pay. This leave is not applicable in a case in which the teacher or Association are on a case against the District. Nor does it apply when a member is party in a private legal matter.
 - 2. The teacher must, unless excused by the principal, report for work promptly after their required appearance has terminated.
- F. **Military Leave:** This leave shall be in accordance with applicable Oregon and federal law.
- G. **Paid Leave by Application to the Superintendent:** Any teacher may apply to the Superintendent's discretion for additional paid leave.
- H. **Unpaid Leaves of Excused Absence:**
 - 1. **Unpaid Leaves:** Any teacher may apply to the Administration's discretion for the unpaid leaves of excused absence. Such leave shall not exceed one (1) year. Benefits shall not continue to accrue during any unpaid excused absence, unless the Board shall otherwise order. Decisions made by the administration regarding requests for additional unpaid leave are not subject to the grievance procedure.

2. **Parental Leave:** The District shall comply with all state and federal leave laws regarding parental leave. Benefits shall not continue to accrue during such unpaid leave, unless the Board shall otherwise order.
3. **Worker's Compensation:**
 - a. Any absence from work while temporarily disabled by reason of a compensable on the job accident, injury, or illness shall be paid in accordance with applicable state and federal laws.
 - b. The teacher must notify the District immediately if the teacher's absence is due to an on the job accident, injury, or illness. Any collection of regular wage or salary while at the same time failing to disclose the receipt of temporary disability benefits can be considered prima facie evidence of grounds for dismissal by the Administration.
4. A teacher on unpaid leave of absence is required to notify the Superintendent of the teacher's intention to return to work at least twenty (20) days prior to the end of a leave which expires before the end of a school year in which such leave is taken, or by April 1, for a leave which expires at the end of a school year, unless an exception is granted. Failure to provide such notice may terminate the teacher's employment rights at the Administration's discretion.
5. Teachers on unpaid leaves of absence may continue their health insurance coverage at their own expense, subject to the carrier's approval.

I. **Oregon Paid Leave:**

1. Starting on July 1, 2023, Employer shall pay up to a maximum of one percent (1%) contributions to the Oregon Paid Family Medical Leave Insurance as an employer-provided benefit.
2. An Employee who receives a benefit under Workers' Compensation Insurance or Paid Family Medical Leave Insurance may elect to use accrued sick leave to make up the difference between their benefits and their normal salary/wage. Upon receiving written notice of such an election, Employer shall deduct and apply the number of accrued sick leave hours necessary to ensure that the employee receives their normal salary/wages.

Article 15 - Length of Year, Hours, and Conditions

A. **Work Year:**

1. The schoolwork year for teachers shall not exceed one hundred ninety (190) days, of which seven (7) days shall be paid holidays; up to one hundred seventy-six (176) days shall be working days and a minimum of seven (7) days shall be for in-service. Extended contracts shall be paid at 1/190th of the teacher's basic salary per day except that teachers newly hired by the District may be required to attend two extra in-service day at the beginning of the school year with additional pay beyond the one hundred ninety (190) day contract. This shall not apply to stipends for combination of practicum experience and training for which graduate or District credit is granted.
2. One (1) in-service day shall be provided the day following the completion of the preceding grading period.
3. For in-service days at the end of each grading period, time shall be spent preparing grade reports or lesson planning. Building principals may have the option during these days of scheduling staff meetings that will not exceed one hour in length.

B. **Teaching Hours:** Teachers will report to work one-half ($\frac{1}{2}$) hour before class time and remain at school until professional obligations have been fulfilled.

C. **School Closure:** In the event school is closed due to weather or related emergencies, the entire teaching staff shall not be required to be in attendance and the day may be made up at the Board's discretion.

D. **Class coverage:** Any teacher who covers for another teacher during a regularly scheduled class period, or who has to cover their own class due to an unavailable, regularly scheduled special (PE, Music, Art, Library) will be compensated in half hour increments (rounded up to the nearest half hour) at a rate of pay based on the daily minimum salary for substitute teachers as computed by the Oregon Department of Education pursuant to State laws

E. **Sign-in Sheets:** A "sign-in" and "sign-out" sheet will, at the discretion of the principal, be provided at the principal's office or such other location as designated by the principal. Teachers shall sign in and sign out, if required, by the building principal.

F. **Leaving School Premises:** Permission to leave school premises during school hours must be obtained in advance from the building principal. Such permission shall not be arbitrarily denied.

Article 16 - Compensation for Employees in the Bargaining Unit

- A. 1. The basic salaries of full-time licensed personnel on contract to the District shall be in accordance with the salary schedule which is attached to this Agreement as Appendix "A." Licensed teachers on contract to the District who are designated as anything other than full-time shall be placed on the salary schedule in the same manner as all other licensed teachers in the bargaining unit. Their salary, sick and personal leave, and other benefits are to accrue in proportion to their percentage of time worked when compared to a full-time teacher.
2. As provided by ORS 238.200, the District shall continue to "pick-up," assume and pay a six percent (6%) employee contribution to the Public Employees Retirement System. Such "pick-up" or payment of employee member monthly contributions to the system shall continue for the life of this Agreement and shall also be applicable to employees who first begin to participate in the system on and after July 1, 1982, to the termination of this Agreement.

The full amount of required employee contributions "picked-up" or paid by South Umpqua School District is on behalf of employees pursuant to this Agreement and shall be considered as "salary" within the meaning of ORS 238.005 (21) for the purpose of computing an employee member's "final average salary" within the meaning of ORS 238.005 (12) but shall not be considered as "salary" for the purposes of determining the amount of employee contributions required to be contributed pursuant to ORS 238.200. Such "picked-up" or paid employee contributions shall be credited to employee accounts pursuant to ORS 238.200 (2) and shall be considered to be employee contributions for the purposes of ORS 238.200 to 238.220.

- B. Fringe benefits for licensed personnel on contract to the District shall be in accordance with the provisions provided in Appendix "B" to this Agreement.

C. **Pay Periods:**

1. Salaries for the school calendar year will be paid to licensed personnel in twenty-four (24) equal payments, due and payable on the 10th and 25th of each month. If the 10th or 25th falls during a holiday or break period, payday shall be the last working day prior to the holiday or break period (i.e. Thanksgiving, Christmas, or spring break). Checks for June, July and August will be paid when their final reports are completed at the close of the school year.
2. Payments for extra-duty (see Appendix C) will be included in regular payroll checks starting the first pay period following the commencement of the extra duty season.

D. **Advance on Salary:**

Teachers will be permitted to request one (1) advance on their salary during the school year for emergency purposes only. The request for emergency advance on the salary will be made and approved by the Superintendent or designee.

Any advances shall be subject to withholdings and taxes.

E. **Payroll Deductions:**

1. Federal and state income taxes and social security taxes will be deducted each pay day by the District.

2. When any teacher requests, by signed authorization specifying amounts, the District will deduct from the monthly salary of that licensed personnel for savings bonds, credit union, Association dues, insurance and annuity programs, and other deductions as authorized limited as follows: The District agrees to notify members of a deduction group whose enrollment has fallen to three (3) or fewer participants. If enrollment does not increase by the end of the working school year, the District agrees to delete from the payroll voluntary deduction list those deductions which have three (3) or fewer participants. The deduction list will be limited to a maximum of fourteen (14) deductions. Should there be an opening on the deduction list, the District agrees to add a new deduction to that list provided that the Association has a minimum of ten (10) employees enrolled in that deduction at the time the deduction is added to the list.
 3. Within the limits of the present payroll system, payroll checks shall show itemization of payroll deductions.
 4. The Association, as an organization, agrees to hold the District and its agents harmless against any and all claims, suits, orders, or judgments brought against it or its agents as a result of the above dues deduction provision. Mathematical errors will be corrected by either party.
- F. Early retirement benefits as described in Policy GCBF shall remain in effect for licensed personnel hired by the District on or before September 1, 1990.
- G. **Re-Employment of Oregon PERS Working Retirees**
1. The district is under no obligation to re-employ retired employees and has the sole discretion over hiring decisions. Licensed staff offered employment following their PERS retirement will move to Temporary status.
 - a. Licensed employees shall give 60 days' notice prior to their effective PERS retirement date.
 - b. Workdays shall include any and all scheduled conference days, in-service and student instructional days.
 - c. District insurance contributions will remain at the capped amount as stated in Appendix B.
 - d. The employee will be placed on a post retirement contract but will retain salary placement and advance with contract employees as outlined in Article 16.
 - e. Retirees may be employed annually for a period of one year or less in duration. Retirees rehired by the District will work on an annual contract that expires at the end of each year. Reemployment for a subsequent year will be based on both parties choosing to enter into an additional one year contract for employment, Retirees will not be classified as "probationary" or "contract" as those terms are defined and used in ORS 342 805 to ORS 342.937.
 2. Retired licensed staff shall have the benefit of the provisions of this Agreement except as follows:
 - a. The termination of the employee's limited duration assignment in completing the school year shall not be considered a discipline or dismissal and shall not grant the employee rights under Article 9, Layoff/Recall.

- b. No PERS contributions will be made after the PERS retirement date.
- c. Retirees do not carry forward or earn incentive leave.
- d. Sick leave will be accrued at one day per month after PERS retirement date and will be front loaded. Sick leave does not carry over from year to year.

Article 17 - Teacher Qualifications, Salary Schedule Placement and Advancement

A. **Professional Education Qualifications**

1. Teachers with vocational education licensure will be placed within the bachelor's column unless the Superintendent determines that their experience is equivalent to a higher level of placement.

B. **Salary Schedule Placement and Advancement:**

1. One (1) vertical step on the salary schedule will be credited to the licensed personnel for each year of service in the District, contingent upon the requirements for advancement.
2. Temporary Teachers employed for 135 consecutive days in the school year shall receive credit for a full year of employment.
3. One (1) vertical step will be credited to the licensed personnel for each year of previous school teaching experience in an accredited school not in this District.
4. Members who have earned certification from the National Board for Professional Teaching Standards (NBPTS) or Nationally Certified School Psychologists (NCSP) will be moved up one column on the salary schedule. In order to keep the added column, the member must maintain their National Board status through renewal. In the event they do not renew, they will be moved back one column on the salary schedule.
5. **Yearly Increment:** Salary increments shall be one level vertically per year of licensed experience in this District after recommendation by the principal with their certification that performance has been evaluated and found to be proficient, up to maximum salary at the end of the training level.
6. **Training Increment:**
 - a. A written declaration of intent to move horizontally on the salary schedule is the responsibility of the licensed personnel and must be filed with the Superintendent no later than the April 15 prior to the school year in which the advancement is expected to take place. If all necessary documentation is received and advancement is verified prior to August 31, advancement on the salary schedule will commence in September. Documentation includes, but is not limited to, official transcripts, licensure, or letters of verification of degree attainment. If documentation is not received by August 31, advancement shall begin the first day of the month following receipt and verification of all necessary advancement documentation.
 - b. It shall be the responsibility of the Superintendent to place, advance, or deny advancement of licensed personnel on the salary schedule. Licensed personnel seeking placement or advancement on the salary schedule are responsible for submitting all documentation in the form of licensure, official transcripts, and verification of experience as required by the Board.

- C. **Accountability:** Licensed personnel contracts will be fulfilled according to the terms. The Association will assist in every effort to secure total performance of licensed personnel contracts by all of its members.

Article 18 - Additional Duties

- A. **Compensation for Coaching & Additional Responsibilities:** Compensation for responsibilities assigned to licensed personnel and not covered in the salary schedule shall be in accordance with the schedule which is attached to this Agreement as Appendix "C."
- B.
1. Extra-duty assignments shall be considered supplementary to a licensed personnel's basic contract and compensation.
 2. Additional clubs and activities (not listed in Appendix C) may be convened and extra duty contract issued with prior approval from the Superintendent or designee. Requests for additional clubs and activities will be considered annually on a case-by-case basis, in consideration of (but not limited to) available grant funding, proposed budget, meeting schedule, and equitable access and opportunity for students.
 3. Compensation for extra-duty assignments shall be paid only during the term of said assignments. Compensation shall commence when the extra-duty assignment begins and the full stipend shall be paid, as part of the regular payroll. Employees may request, when signing their extra-duty contracts, to have this additional compensation paid in one of the following ways:
 - a. Each month during the extra-duty assignment
 - b. Once at the end of the extra duty assignment
- C. Extra-duty assignments as provided in Appendix C shall be subject to the following provisions:
1. The District shall have no obligation to continue such assignments, compensation or activities beyond the term of the extra-duty contract.
 2. The District shall establish procedures whereby applications for extra-duty assignments are received on a periodic basis. Normally, assignments to extra-duty responsibilities shall be made from qualified applicants for same. Qualifications shall be that as determined by the District.
 3. Bargaining unit members who have not voluntarily applied for extra-duty positions may only be so assigned in urgent situations or when the District has no qualified applicants for such positions. The District will make every reasonable effort to secure qualified volunteers before teachers are assigned as provided herein.
 4. All extra-duty positions, shall receive the same percentage increase as the base step of the licensed salary schedule.
- D. **Transportation:** If a licensed personnel uses their own automobile for District purposes, they shall be compensated at the IRS rate in effect at the time of use of the automobile. Reimbursement shall occur only upon submission by the licensed personnel of a true statement of date, occasion, identity of the Administration official making the request, and beginning and ending mileage reading.
- E. All out of state travel must have prior board approval. Such approvals will be predicated on an acceptable plan for travel arrangements, parental involvement, chaperones, supervisor, student orientation, and support of the building administrator.

F. Professional Development Rate:

1. Professional Development rate shall be defined as extra work performed outside the regular contract days at the request of the administration.
2. Work at the professional development rate will be compensated at \$35.00 per hour, provided such work and number of hours are pre-approved by the administration.
3. Teachers reserve the right to refuse work outside the regular contract days.

Article 19 - Strikes and Lockouts

- A. The Association and its members will not initiate, cause, or participate or join in any strike, work stoppage, slowdown, picketing, or other restriction of work during the term of this Agreement.
- B. There will be no lockout of employees in the unit by the District as a consequence of any dispute arising during the period of this Agreement.

Article 20 - Funding

- A. If the District closes its schools because of a lack of funds, no member of the bargaining unit shall be entitled to any salary or fringe benefits provided in this Agreement while the schools are closed.
- B. This Agreement does not guarantee any level of employment.

Article 21 - Tuition Reimbursement

- A. The District will pay only tuition costs to full-time licensed personnel on contract to the District for upper division or graduate level courses. The reimbursement will be at the rates described in Article 21, Section C. The courses for which the reimbursement is paid must meet one of the following requirements:
1. Courses a licensed personnel is required or requested to take by the District;
 2. Courses required by the rules of the Oregon Teacher Standards and Practices Commission that would lead toward licensure;
 3. Courses taken as part of a graduate program approved by that institution;
 4. Courses taken that further the stated goals and objectives of the District;
 5. Courses taken in professional development which will contribute to upgrading and updating of licensed personnel performances;
 6. Certification acquired through successful completion of the appropriate exam as determined by the Teacher Standards and Practices Commission. The fee for the exam for successful candidates will be paid by the District from the allocated tuition reimbursement funds; the exam fee for unsuccessful candidates will not be reimbursed by the District.
- B. In addition to the restrictions contained in Section "A" above, the following requirements must be satisfied by the licensed personnel before reimbursement will occur:
1. The licensed personnel must have obtained prior written approval of the District for the course(s) for which reimbursement is requested;
 2. The licensed personnel must submit an official receipt for the amount of the actual tuition paid. This receipt must be issued by the institution of higher education and cannot include housing or other incidental fees. Should the institution not provide a receipt, an alternative verification may be submitted to the District. The alternative verification of payment may include a canceled check or credit card receipt and must clearly note the actual tuition cost paid;
 3. The licensed personnel must submit a grade report or transcript indicating a "Pass" grade, or a grade of "C" or above; and
 4. Any teacher who chooses to participate in the District's tuition reimbursement program and either resigns or is terminated within two calendar years of receiving such reimbursement, shall be required to repay the District the full amount of any tuition reimbursement received in the previous two calendar years. The District may withhold from the employee's final payroll any amount owed the District under this section. Layoff situations due to budget cuts or reduction in force are exempted from this provision.
- C. During the fiscal year, teachers will be reimbursed to a maximum of nine (9) quarter hours or a maximum of six (6) semester hours (one semester hour equals 1.5 quarter hours). Reimbursement will be at the current University of Oregon Resident Graduate credit rate for the corresponding academic year or the teacher's actual tuition costs, whichever is less. Prior to June 30 of each year

the District will determine the amount of money left in the fund (Section D below), and, if there are remaining funds, equitably distribute the remaining funds to those teachers with approved but unreimbursed tuition requests.

- D. The District's maximum liability for providing tuition reimbursement pursuant to "A" above is \$25,000 per year for the duration of this Agreement.
- E. Procedures to apply for tuition reimbursement and to receive payment:
 - 1. Applications for tuition reimbursement need to be approved by District Service Center personnel prior to a teacher beginning the course or courses. This ensures there is necessary funding for the requested reimbursement. Approval consists of a tuition reimbursement form signed by the employee, the employee's principal, and the appropriate District Service Center personnel. Grades and proof of payment need to be received at the District Service Center within three weeks of the date the grade is posted. Approved paperwork will be processed by the District Service Center within two weeks of receipt of grade and payment.
 - 2. While the normal circumstances are outlined above, the District understands that in some situations this may create a financial hardship, thus preventing the member from taking classes. In these instances, the member may apply to the District for consideration for prepayment. Requests for tuition prepayment must be submitted, using the district form, no less than 14 days prior to the first day of class. If, after receiving prepayment of tuition, the educator is unable to provide evidence of successful completion of the course (grade card or transcript), reimbursement to the District will be in the form of a payroll deduction.
- F. After spring term expenditures have been made, the remaining funds, if any, will be distributed as per Section C, above.
- G. Tuition reimbursement funds not spent under the terms of Sections B, C, and F, above, may, during the same fiscal year, be otherwise utilized to support non-credited professional development activities of the District's licensed staff. Requests for use of funds in this section must be submitted in writing to the District.
- H. An Education Assistance Program may be made available by the District to individuals who are completing a college training program to obtain certification or licensure in a subject or specialty area wherein the District has had difficulty attracting and/or retaining employees. Employees participating in this program will be subject to the terms and conditions of the individual agreements created between themselves and the District which may differ from the conditions lined out elsewhere in this article. Tuition dollars provided to individuals participating in this program shall be considered separate from the monies in Section D of this article and may exceed the limits set forth in Section C.

Article 22 - Miscellaneous

- A. **Publication of Agreement:** There shall be two (2) signed copies of the final Agreement for the purpose of records. One (1) shall be retained by the District and one (1) by the Association. Each party is entitled to make such distribution or publication of all or any part of this Agreement as deemed desirable.
- B. **Definitions:** Except as specifically stated otherwise, "Administration" includes at least the Board, and the following Board designated supervisory employees:
1. Superintendent;
 2. Principals;
 3. Vice-principals;
 4. Directors.

Article 23 - Duration and Termination

- A. This Agreement shall be effective upon the date of execution. It will continue in effect until June 30, 2026. This Agreement, together with all terms, conditions, and effects thereof, shall expire on the date indicated.
- B. Either party wishing to initiate the negotiations of a successor agreement shall notify the other party, in writing, no later than March 15, 2026.
- C. The parties acknowledge that this Agreement concludes all collective bargaining on this contract and that no provision may be opened for bargaining except by mutual consent.
- D. This Agreement is signed this 1st day of March 2023

In Witness whereof:

For the Association:

For the Board:

President

Chair

Negotiation Chair

Superintendent

Douglas County Bargaining Council Chair

This entire agreement includes:
Contract, pages 1-37
Appendix A – Salary Schedule, 3 pages
Appendix B – Fringe Benefits, 2 pages
Appendix C – Extra Duty Schedules, 4 pages

Appendix A
Salary Schedule

A. The 2023-2024 Licensed Salary Schedule represents a 5% COLA. Thirty credits beyond the Bachelors column or Masters column reflects 30 quarter hours or 20 semester hours.

2023-24 SALARY SCHEDULE

Years of Experience	Bachelors	Bachelors +30	Masters	Masters +30
1	\$43,159	\$45,534	\$48,042	\$50,803
2	\$44,369	\$46,809	\$49,383	\$52,224
3	\$45,613	\$48,119	\$50,769	\$53,684
4	\$46,890	\$49,468	\$52,189	\$55,188
5	\$48,201	\$50,855	\$53,649	\$56,736
6	\$49,550	\$52,274	\$55,150	\$58,324
7	\$50,939	\$53,740	\$56,697	\$59,957
8	\$52,365	\$55,248	\$58,286	\$61,635
9	\$53,831	\$56,791	\$59,916	\$63,362
10	\$55,338	\$58,381	\$61,594	\$65,136
11	\$56,888	\$60,017	\$63,319	\$66,957
12	\$58,482	\$61,701	\$65,093	\$68,833
13	\$60,120	\$63,425	\$66,913	\$70,763
14	\$61,803	\$65,201	\$68,788	\$72,742
15		\$67,027	\$70,714	\$74,779
16			\$72,695	\$76,872
17				\$79,024

B. The 2024-2025 Licensed Salary Schedule represents a 2%COLA.

Years of Experience	Bachelors	Bachelors +30	Masters	Masters +30
1	\$44,022	\$46,445	\$49,003	\$51,819
2	\$45,256	\$47,745	\$50,371	\$53,268
3	\$46,525	\$49,081	\$51,784	\$54,758
4	\$47,828	\$50,457	\$53,233	\$56,292
5	\$49,165	\$51,872	\$54,722	\$57,871
6	\$50,541	\$53,319	\$56,253	\$59,490
7	\$51,958	\$54,815	\$57,831	\$61,156
8	\$53,412	\$56,353	\$59,452	\$62,868
9	\$54,908	\$57,927	\$61,114	\$64,629
10	\$56,445	\$59,549	\$62,826	\$66,439
11	\$58,026	\$61,217	\$64,585	\$68,296
12	\$59,652	\$62,935	\$66,395	\$70,210
13	\$61,322	\$64,694	\$68,251	\$72,178
14	\$63,039	\$66,505	\$70,164	\$74,197
15		\$68,368	\$72,128	\$76,275
16			\$74,149	\$78,409
17				\$80,604

C. The 2025-2026 Licensed Salary Schedule represents a 2% COLA.

Years of Experience	Bachelors	Bachelors +30	Masters	Masters +30
1	\$44,902	\$47,374	\$49,983	\$52,855
2	\$46,161	\$48,700	\$51,378	\$54,333
3	\$47,456	\$50,063	\$52,820	\$55,853
4	\$48,785	\$51,466	\$54,298	\$57,418
5	\$50,148	\$52,909	\$55,816	\$59,028
6	\$51,552	\$54,385	\$57,378	\$60,680
7	\$52,997	\$55,911	\$58,988	\$62,379
8	\$54,480	\$57,480	\$60,641	\$64,125
9	\$56,006	\$59,086	\$62,336	\$65,922
10	\$57,574	\$60,740	\$64,083	\$67,768
11	\$59,187	\$62,441	\$65,877	\$69,662
12	\$60,845	\$64,194	\$67,723	\$71,614
13	\$62,548	\$65,988	\$69,616	\$73,622
14	\$64,300	\$67,835	\$71,567	\$75,681
15		\$69,735	\$73,571	\$77,801
16			\$75,632	\$79,977
17				\$82,216

- D. Full time special education teachers shall receive an annual stipend per school year for IEP meetings and planning beyond the normal work day. Less than full time special education teachers shall be paid a pro-rata share of the annual stipend. Placement on the stipend scale is based on years of experience in special education only. The scale is as follows:

Experience	Stipend
0-3 Years	\$1,000
4-6 Years	\$1,500
7-10 Years	\$2,000
11-15 Years	\$2,500
16+ Years	\$3,000

- E. For the 2026-2027 school year, should a subsequent agreement not be agreed and ratified, status quo will be full steps based on the 2025-2026 salary schedule.

Appendix B

Fringe Benefits

- A. For the 2023-24 school year, and subject to the provisions of Article 20 of this agreement the District agrees to provide up to \$1,455 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$1,940 per month towards the premiums for medical, dental and vision plans.

For the 2024-25 school year, and subject to the provisions of Article 20 of this agreement, the District agrees to provide up to \$1,505 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$1,965 per month towards the premiums for medical, dental and vision plans.

For the 2025-26 school year, and subject to the provisions of Article 20 of this agreement, the District agrees to provide up to \$1,555 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$1,990 per month towards the premiums for medical, dental and vision plans.

The District also agrees that, in conjunction with the District Section 125 plan, effective with the beginning of the insurance year (October 1, 2023) and during open enrollment thereafter, licensed staff, including new staff, eligible for a District premium contribution toward medical, dental, and vision who elect to opt out of insurance, may choose to receive additional pay of \$500 per month. Those electing to receive additional pay will have that pay taxed in accordance with federal and state regulations.

Employees also have the option of having \$500 per month applied to their spouse's out-of-pocket insurance premiums costs if their spouse works for the District. Should the spouse's out of pocket premiums be less than \$500 per month, the remaining balance is considered forfeited and remains the District's to use at its discretion.

Employees who have chosen to opt out the previous insurance year may continue to do so as long as their employment causes them to be eligible for a District contribution toward their insurance premiums.

In addition to section A of Appendix B:

1. A long term disability plan will be available for each eligible bargaining unit member with the employee bearing the cost of that policy.
 2. The District agrees to maintain a Section 125 plan provided there is no additional cost to the District for doing so.
- B. If, at the expiration date of this Agreement, the parties have not realized a successor labor contract, it is expressly understood and agreed to by the parties that the District's obligation toward the cost of insurance premiums for the benefits provided in Section A herein shall not exceed that which was the monthly premium rate in June of the final year of this Agreement.

- C. The Board agrees to provide the above mentioned benefit programs within the underwriting rules and regulations as set forth by the carrier(s) in the Master Contract held by the policy holder.

Appendix C

Extra Duty Schedule

- A. Extra Duty positions are as follows *(let it be noted that an extra preparation period may be given in lieu of a stipend for these extra duty positions, but not both):*

	High School	Middle School
A	Head Football Coach Head Basketball Coach Head Volleyball Coach Head Baseball Coach Head Softball Coach Head Track Coach Head Soccer Coach Head Cross Country Coach Head Wrestling Coach	
B		
C	All Assistant Coaches	
D	Pep Band/Instrumental Music FBLA Advisor Leadership Drama- Full Length Productions FFA- Advisor Early College Advisor	Head Football Coach Head Volleyball Coach Head Wrestling Coach Head Basketball Coach Head Track Coach
E		All Assistant Coaches
F	Cheerleading – Per Season	FBLA Advisor
G	Annual Advisor ASB Advisor Honor Society Advisor Robotics Advisor	Robotics Advisor Leadership Advisor Cheer- Per Season

B. Extra duty employees will receive their full step for the 2023-2024, 2024-2025 and 2025-2026 school years. The Extra Duty Salary Schedule for 2023-2024 is as follows and represents a 5% increase.

Extra Duty Salary Schedule					
2023-2024					
	Step 1	Step 2	Step 3	Step 4	Step 5
A	\$4,445	\$4,626	\$4,810	\$5,007	\$5,208
B	\$4,075	\$4,243	\$4,415	\$4,585	\$4,769
C	\$3,708	\$3,855	\$4,011	\$4,173	\$4,340
D	\$3,340	\$3,469	\$3,609	\$3,747	\$3,898
E	\$2,780	\$2,890	\$3,004	\$3,122	\$3,247
F	\$2,409	\$2,505	\$2,605	\$2,711	\$2,819
G	\$2,226	\$2,314	\$2,405	\$2,503	\$2,603

C. The Extra Duty Salary Schedule for 2024-2025 school year is as follows and represents a 2% increase.

Extra Duty Salary Schedule					
2024-2025					
	Step 1	Step 2	Step 3	Step 4	Step 5
A	\$4,534	\$4,719	\$4,906	\$5,107	\$5,312
B	\$4,157	\$4,328	\$4,503	\$4,677	\$4,864
C	\$3,782	\$3,932	\$4,091	\$4,256	\$4,427
D	\$3,407	\$3,538	\$3,681	\$3,822	\$3,976
E	\$2,836	\$2,948	\$3,064	\$3,184	\$3,312
F	\$2,457	\$2,555	\$2,657	\$2,765	\$2,875
G	\$2,271	\$2,360	\$2,453	\$2,553	\$2,655

D. The Extra Duty Salary Schedule for 2025-2026 school year is as follows and represents a 2% increase.

Extra Duty Salary Schedule

2025-2026

	Step 1	Step 2	Step 3	Step 4	Step 5
A	\$4,625	\$4,813	\$5,004	\$5,209	\$5,418
B	\$4,240	\$4,415	\$4,593	\$4,771	\$4,961
C	\$3,858	\$4,011	\$4,173	\$4,341	\$4,516
D	\$3,475	\$3,609	\$3,755	\$3,898	\$4,056
E	\$2,893	\$3,007	\$3,125	\$3,248	\$3,378
F	\$2,506	\$2,606	\$2,710	\$2,820	\$2,933
G	\$2,316	\$2,407	\$2,502	\$2,604	\$2,708

E. Each head and assistant coach of a team sport involved in state playoff competition beyond league playoffs will receive ten percent (10%) of their coaching salary for each additional full week of coaching necessary for state playoff competition. Advisors of extra duty positions that are involved in state or national competitions will receive ten percent (10%) of their extra duty salary for each week they attend a state or national competition.

Compensation resulting from this provision will apply to coaches or advisors for the following activities:

1. Football
2. Volleyball
3. Soccer
4. Basketball
5. Baseball
6. Softball
7. Cross Country
8. Track and Field
9. Wrestling
10. FBLA
11. Robotics

F.

SPECIAL PAY SCHEDULE

PAY RATE FOR SPECIAL DUTIES	2023-26
Dances	\$35.00
Junior/Senior Prom	\$45.00
Head Ticket Chairman	\$50.00
Athletic Activity Coverage – Clock, ticket sales, stamper	\$45.00

G. Extra-duty salaries shall be determined in accordance with Article 18C.