



# **COLLECTIVE BARGAINING AGREEMENT**

Eugene Education Association



Eugene School District 4J

2024-2027

Eugene School District 4J provides equal educational and employment opportunities. District programs, activities and practices shall be free from discrimination and harassment based on race, color, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, genetic information, military or veterans' status.

The district complies with all applicable state and federal laws and regulations, including but not limited to: Title IX of the Education Amendments of 1972; Title VI and VII of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act (ADA) of 1990 and the ADA Amendments Act of 2008; and Oregon laws prohibiting discrimination. The district's compliance includes all district programs, courses and activities, including extracurricular activities, services, and access to facilities.

The following employees have been designated to respond to questions and complaints from students, parents, staff and members of the public about nondiscrimination and equal educational opportunities, including harassment, sex discrimination and sexual harassment:

ADA Coordinator  
200 North Monroe Street  
Eugene OR 97402  
541-790-7672  
hr\_ada@4j.lane.edu

Title VI & IX Coordinator  
200 North Monroe Street  
Eugene OR 97402  
541-790-7558  
titleixcoordinator@4j.lane.edu

EEO Coordinator  
200 North Monroe Street  
Eugene OR 97402  
541-790-7668  
eeo@4j.lane.edu

The superintendent has overall responsibility for the district's compliance with equal employment and nondiscrimination laws and policies, and may be reached at 541-790-7706.

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**COLLECTIVE BARGAINING AGREEMENT**  
**Between THE EUGENE EDUCATION ASSOCIATION**  
**And EUGENE SCHOOL DISTRICT NO. 4J,**  
**LANE COUNTY, OREGON 2024-2027**

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**Eugene School District 4J**  
200 North Monroe Street  
Eugene OR 97402

This Agreement is entered into this 20th day of November, 2024 by and between the EUGENE EDUCATION ASSOCIATION, herein called "Association," and the Board of Directors on behalf of EUGENE SCHOOL DISTRICT NO. 4J, Lane County, Oregon, herein called "Board" or "District."

The parties to this Agreement agree as follows:

**ARTICLE 1 – RECOGNITION**

**1.1 EXCLUSIVE REPRESENTATION:**

The Board hereby recognizes the Eugene Education Association as the exclusive representative, as defined in ORS 243.650 to 243.782, of all licensed personnel, except supervisory and confidential personnel, substitutes, and employees working less than one-half time.

- 1.1.1 The term "unit member" shall include all employees represented by the Association in the bargaining unit. The term shall include teachers, school counselors, registered nurses and nurse practitioners, librarians, mental health specialists, school psychologists, career and technical education, speech and language pathologists, occupational therapists, physical therapists, athletic trainers, reading specialists, home/hospital teachers, clinical professors, department chairpersons, and head teachers.
- 1.1.2 A contract unit member is a contract teacher under Oregon law.
- 1.1.3 The term "Board" shall include its officers and agents.
- 1.1.4 The term "Superintendent" shall include the Superintendent or their designee.
- 1.1.5 The term "substitute" shall include all members of the bargaining unit represented by the Eugene Association of Substitute Teachers.
- 1.1.6 The term "temporary" shall include those unit members employed to fill a position designated as temporary by the District or to fill a vacancy that occurs after the opening of the school year due to unanticipated circumstances. A temporary unit member shall acquire no reduction-in-force rights under Section 12.12 during the term of temporary employment and is not eligible for Section 9.1, Long-term Medical Leave. If a temporary unit member is subsequently hired as a unit member after completion of the temporary assignment, the unit member shall be given credit for the temporary assignment under the terms of Sections 4.3 and 4.4 (See Section 9.12).

**1.2 NO OBLIGATION:**

Granting of recognition is not to be construed as obligating the District to continue any function or policy in any way.

**1.3 DUTY OF FAIR REPRESENTATION:**

The Association agrees to fulfill its duty of fair representation and agrees to indemnify, defend and hold the District harmless against any claim, demand, suit or liability (monetary or otherwise) arising from any action taken or not taken by the Association with respect to its duty of fair representation. The Association's liability

begins at the point the Association breaches its duty of fair representation. Under this provision the Association is not liable for the District's attorney fees.

## **ARTICLE 2 – STATUS OF AGREEMENT**

### **2.1 AGREEMENT HAS PRECEDENCE:**

If any policies, rules, regulations, procedures, or practices of the District are contrary to or inconsistent with the terms of this Agreement, this Agreement shall take precedence. The rights granted to unit members in this contract shall be deemed to be in addition to those provided by federal law, by Oregon state law, or administrative regulations.

### **2.2 COPIES OF THE AGREEMENT:**

There shall be two signed copies of this Agreement for the purpose of records. One shall be retained by the District and one by the Association. The District shall post the Agreement on the District website.

### **2.3 MODIFICATION:**

This Agreement shall not be modified in whole or in part except by mutual consent of the parties.

### **2.4 STATUS QUO:**

In the event this Agreement has not been renewed, modified, or extended by the date on which it would have otherwise terminated, status quo conditions shall continue in effect until either party gives the other ten (10) days written notice terminating such conditions.

### **2.5 MAINTENANCE OF STANDARDS:**

No unit member, as a result of this Agreement, shall suffer any loss of compensation or established conditions of employment with respect to mandatory subjects of bargaining which have been enjoyed by a majority of unit members in similar job assignments.

### **2.6 EFFECTIVE DATE:**

2.6.1 This Agreement shall take effect upon its ratification date, and shall be implemented on that date except when another date is specifically designated.

2.6.2 This Agreement shall remain in full force to and including June 30, 2027.

### **2.7 NEGOTIATING A SUCCESSOR AGREEMENT:**

This Agreement shall automatically renew for successive one-year periods unless either party provides written notifications to the other party between January 1 and the final day of February in the year the current Agreement is set to expire of its intent to renegotiate the Agreement. Any successor Agreement so negotiated shall be reduced to writing and signed after ratification by the parties. The District and the Association shall provide for and make every reasonable effort to conclude negotiations, including provisions for an effective date, a reopening date, and an expiration date, at a time to coincide, as nearly as possible, with the period during which the appropriate legislative bodies may act on the operating budget of the District.

### **2.8 RENEGOTIATION OF INVALID TERMS:**

In the event any provision of the collective bargaining agreement is declared to be invalid by any court of competent jurisdiction, by ruling of the Employment Relations Board, by statute or constitutional amendment, or by inability of the District or the unit members to perform to the terms of the Agreement, then upon request by either party, the provision(s) declared invalid and other affected provisions, of the collective bargaining agreement shall be reopened for negotiation.

### **2.9 SCHOOL CLOSURE:**

If the District closes its schools:

2.9.1 Unit members shall not be paid for contract days during the school closure.

2.9.2 The District insurance contribution in Article 6 shall continue during a school closure.

- 2.9.3 All other unit member rights under the contract shall continue unless modified in writing by the parties.
- 2.9.4 When schools reopen, the District shall make every effort to schedule the same number of teacher contract days as previously scheduled. However, no unit member shall receive compensation for any contract day the District is unable to reschedule because of the lack of funds.

2.10 **COMPLIANCE BETWEEN INDIVIDUAL CONTRACT AND AGREEMENT:**

Any individual contract between the District and any member of the Eugene Education Association bargaining unit must be consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling.

2.11 **NO STRIKE:**

The Association and all unit members agree that there will be no strikes or concerted work stoppages during the term of this Agreement over matters which are arbitrable in accordance with the parties' grievance procedure. The Association and all unit members also agree not to strike or participate in a concerted work stoppage in an attempt to modify existing terms of the contract. Finally, the Association and all unit members agree not to strike or participate in a concerted work stoppage if any provision of this Agreement is held to be invalid by any court of competent jurisdiction, by ruling of the Employment Relations Board, by statute or constitutional amendment, or by inability of the employer or unit members to perform the terms of the Agreement. Should the District be obligated to bargain over employment relations during the term of this agreement, then the District and the Association shall have the rights and obligations as set forth in ORS 243.698 and the no strike provisions of this article shall continue for a period of ninety (90) days from the time either party requests in writing to negotiate a contractual provision held to be invalid.

**ARTICLE 3 – GRIEVANCE PROCEDURE**

3.1 **PURPOSE:**

The purpose of the grievance procedure is to secure, at the lowest possible level, equitable solutions to matters which may be grieved under this procedure.

3.2 **DEFINITIONS:**

- 3.2.1 **GRIEVANCE:** A "grievance" is a claim based on an event or condition which affects the conditions or circumstances under which a unit member works, allegedly caused by inequitable or unfair application of established administration rules and regulations, written Board policies, or the interpretation, application or violation of provisions of this Agreement. Disputes involving either attempts to change the collective bargaining agreement or representation disputes arising under ORS 243.682; 243.686; or 243.692 are not grievable under this provision.
- 3.2.2 **AGGRIEVED PERSON:** An "aggrieved person" is the person or persons making the claim. The Association may be an "aggrieved person" in instances where an alleged contract violation affects the Association or a clearly defined class of unit members.
- 3.2.3 **PARTY IN INTEREST:** A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
- 3.2.4 **REPRESENTATIVE:** A "representative" is anyone, including an attorney, whom a party in interest selects to speak for and/or to advise them.
- 3.2.5 **IMMEDIATE SUPERVISOR:** An "immediate supervisor" is the employee who has direct supervisory responsibilities over the aggrieved person.
- 3.2.6 **DAY:** A "day" shall mean a regular work day, excluding Saturdays, Sundays, vacation days, and holidays.

### 3.3 PROCEDURE:

- 3.3.1 **TIME LIMITS:** It is important that grievances be processed as rapidly as possible. The number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual written agreement.
- 3.3.2 **YEAR-END GRIEVANCES:** In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as it is practicable.
- 3.3.3 **INFORMAL LEVEL:** Before presenting a written grievance, the aggrieved party should attempt to resolve the matter by informal conference with their immediate supervisor, principal, or other administrator who has jurisdiction in the matter within fifteen (15) days of the aggrieved person's knowledge of an act, omission or event giving rise to the grievance. The unit member shall notify the Association, and a representative of the Association shall be given the opportunity to be present at any meeting under this Section. In instances where the Association does not represent the grievant, a representative of the Association may express the views of the Association, if the Association representative believes that the adjustment proposed is inconsistent with the terms of the collective bargaining agreement.
- 3.3.4 **LEVEL ONE - PRINCIPAL OR IMMEDIATE SUPERVISOR OR THEIR ADMINISTRATOR:**
- If a dispute is not resolved at the informal level, the aggrieved person or a representative shall present the grievance in writing on the appropriate form to the principal or immediate supervisor or other administrator who has jurisdiction in the matter within twenty five (25) days of the aggrieved person's knowledge of an act, omission, or event giving rise to the grievance. This twenty five (25) days includes the fifteen (15) days referenced in Section 3.3.3.
  - This statement shall be a clear, concise statement of the grievance, the provisions of the collective bargaining agreement at issue, the decision rendered, if any, at the informal conference, and the specific relief requested. It shall be signed by the aggrieved person.
  - The principal or immediate supervisor or other administrator to whom the grievance is directed shall communicate their decision to the aggrieved party in writing within ten (10) days after receiving the grievance.
- 3.3.5 **LEVEL TWO - SUPERINTENDENT:**
- If the aggrieved person is not satisfied with the disposition at Level One, or if no decision is rendered within ten (10) days after the presentation of the grievance, they may appeal the grievance to the Superintendent by delivering a written notice of appeal to the Superintendent's office within five (5) days after receiving notice of the decision, or within fifteen (15) days after presentation of the grievance, if no written decision was rendered.
  - The appeal shall include a copy of the original grievance, the decision rendered, if any, a concise statement of the reasons for the appeal and the specific relief requested.
  - The Superintendent shall hold a hearing and make a decision within fifteen (15) days.
  - The Superintendent shall communicate their decision in writing to the Association and the parties in interest within fifteen (15) days after receipt of the notice of appeal.
- 3.3.6 **LEVEL THREE - ARBITRATION:**
- The Association, which has a duty of fair representation to unit members, may submit a qualified grievance to arbitration by notifying the Superintendent within twenty (20) days of the Level Two decision.

A dispute qualifies for arbitration if it is a contract grievance. A contract grievance is one which

pertains to any dispute about the interpretation or application of the collective bargaining agreement between the parties. In addition, matters covered by the "just cause" clause shall be arbitrable.

- b. Within ten (10) days after such a written notice of submission to arbitration, the Superintendent and Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties cannot reach agreement on an arbitrator or obtain such a commitment within the ten (10) day period, the Association may request a list of seven (7) Oregon and Washington based arbitrators from the Oregon State Conciliation Service who are members of the American Arbitration Association Labor Panel. A copy of the request shall simultaneously be filed with the District. Each party shall then alternately strike one (1) name from the list supplied until one (1) name remains, and that person shall be the arbitrator. The winner of a coin toss will elect whether to strike the first name or defer to the other party.
- c. The arbitrator so selected shall hold hearings promptly and shall issue their decision not later than thirty (30) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date that the final statements and briefs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth their finding of fact, reasonings, and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.
- d. Costs for the services of an arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring them.

#### 3.3.7 LEVEL THREE - SCHOOL BOARD:

- a. If a grievance involves a permissive subject of bargaining not covered by the collective bargaining agreement, the aggrieved person, if not satisfied with the Superintendent's disposition of the grievance at Level Two, may appeal the grievance to the Board. Such appeal shall be made in writing within five (5) days after a decision by the Superintendent, or if no decision has been rendered by the Superintendent within ten (10) days, after the Superintendent's hearing.
- b. The appeal shall include a copy of the original grievance; the decisions rendered by the principal or immediate supervisor or other administrator and by the Superintendent; a clear, concise statement of the reasons for the appeal; and the specific relief requested.
- c. The Board shall hold a hearing on the appeal not later than its second regular meeting following the filing of the notice of appeal from the Superintendent's decision.
- d. If the Board finds that it cannot reach a proper decision on the record, it may reopen the record for the taking of additional evidence. The Board shall allow time for oral argument by the parties in interest, or their representatives.
- e. The Board shall render its decision in writing to the parties in interest not later than fifteen (15) days after the close of the hearing. The decision of the Board shall be final and binding on the parties.

#### 3.4 MISCELLANEOUS:

- 3.4.1 RIGHTS OF UNIT MEMBERS TO REPRESENTATION: Any aggrieved person may be represented at all stages of the grievance procedure by themselves or by a representative of their choice. When a unit member is not represented by the Association, the Association shall have the right to be present at all stages of the grievance procedure.
- 3.4.2 GROUP GRIEVANCE: A group grievance may be filed when an alleged violation affects a clearly defined class of unit members. The Association may submit such grievances in writing to the Human Resources Director commencing at Level One.



- 3.4.3 **SIMILAR GRIEVANCES:** The District agrees that it will apply to all substantially similar situations the decisions of an arbitrator sustaining a grievance, and the Association agrees that it will not support, encourage, nor represent any unit member in any grievance which is substantially similar to a grievance denied by the decision of an arbitrator. The foregoing is qualified only in the event the arbitrator's decision is set aside by a court of competent jurisdiction or the Employment Relations Board, in which case neither party shall be bound by the foregoing provision.
- 3.4.4 **WRITTEN DECISION:** Decisions rendered at all levels except the Informal Level shall be in writing setting forth the decision and the reasons for it. The written decision shall be transmitted promptly to all parties in interest and to the Association.
- 3.4.5 **FILE OF GRIEVANCE PAPERS:** All documents, communications, and records dealing with the grievance shall be designated confidential information, and shall be filed in a separate grievance file. However, if the final grievance decision includes a finding detracting from a unit member's job performance, the conclusion that it was derogatory shall be placed in the unit member's personnel file. No person other than the parties in interest, their representatives, persons designated by the Superintendent to have responsibility for labor relations and contract management, and persons assigned to maintain the District's grievance files have access to the separate grievance file without the consent of the aggrieved person.
- 3.4.6 **FORMS:** Forms for filing grievances, serving notices, making appeals, making reports and recommendations, and other necessary documents may be prepared jointly by the Superintendent and the Association and given appropriate distribution in order to facilitate operation of the grievance procedure.
- 3.4.7 **MEETINGS AND HEARINGS:** All meetings and hearings under this procedure shall not be conducted in public and shall include witnesses, parties in interest and their designated or selected representatives as well as a court reporter or stenographer if requested by either party in interest. During hearings, witnesses will be sequestered except during their testimony unless the parties agree otherwise.
- 3.4.8 **REPRISALS:** No reprisal of any kind shall be taken by the District or any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation. No reprisal of any kind shall be taken by the Association, its agents, nor a member of the Association against the Board, the District's administrators, or any participant in the grievance procedure by reason of such participation.
- 3.4.9 **ALTERATION:** The chronology of appeal procedures may be altered if all parties in interest agree in writing.
- 3.4.10 **INVESTIGATION:** The parties agree to provide each other with relevant information not exempt from disclosure by law to foster effective processing of grievances.
- a. If the District declares information to be exempt, the Association and grievant shall be notified in writing as to what information by title and/or description is exempt and why in the District's opinion that material is exempt from disclosure by law.
  - b. When the Association requests information which is available, the District shall provide a copy free of charge. If copies are not available, the District shall provide copies and charge the Association for the actual cost of reproduction. If the item requested is something the District does not normally compile, then the administration shall notify the Association as to the estimated time and cost to produce it. If the Association agrees, then the District shall produce the information and charge the Association the actual cost or the estimated cost of production, whichever is less.
- 3.4.11 **ARBITRABILITY:** The arbitrability or grievability of a grievance may be submitted to arbitration. The arbitrability or grievability of the claim shall be determined by the arbitrator as provided under Level Three and after completing lower steps in the grievance process. If an arbitrator rules that a grievance is not arbitrable, they shall proceed to rule whether or not the matter is grievable. Cases involving alleged discrimination covered by federal or state civil rights laws shall be grievable through the District's non-contractual complaint procedures but not arbitrable.

## ARTICLE 4 – SALARIES AND RELATED COMPENSATION

### 4.1 PROFESSIONAL SALARY PLAN:

The professional salary plan for all unit members, except as herein provided, shall be as described below.

- 4.1.1 The 2024-25, 2025-26, and 2026-27 professional salary plans shall be as in Appendix A. The 2024-25 salary schedule shall be increased by five percent (5%) effective July 1, 2024; provided, however, the cost of living increase as to any extended contract payment shall be effective on the first date of the month following ratification by all parties. The 2025-26 salary schedule shall be increased by five percent (5%) effective July 1, 2025. The 2026-27 salary schedule shall be increased by five percent (5%) effective July 1, 2026.
- 4.1.2 The amount of each horizontal and vertical step on the professional salary plan shall be three and seven-tenths percent (3.7%) greater than the immediately preceding step.
- 4.1.3 Step 16, only for columns MA+45 and MA+90, is three percent (3%) greater than the preceding step. Step 16, only for the first five columns, and Step 17 for the last two columns, is two and three quarters percent (2.75%) over the prior step.

### 4.2 CAREER AND TECHNICAL EDUCATION LICENSED TEACHERS:

When a career and technical education (CTE) licensed unit member is hired by the District, the following formula will be used to determine placement on the salary schedule:

- 4.2.1 A unit member with a Restricted CTE Teaching license shall be placed on the Bachelors column of the professional salary plan. A unit member with a Preliminary CTE Teaching license shall be placed on the Bachelors+23 column. One step will be granted for every two (2) years of industry related journey level or equivalent work experience.
- 4.2.2 A member hired with a Restricted CTE license who later earns a Preliminary CTE license may apply for a column change to the Bachelors +23 column by following the process in Article 4.5.1.
- 4.2.3 A bargaining unit member who qualifies for salary schedule placement under Section 4.2 has the alternative to choose initial salary schedule placement under Section 4.3 if the unit member is qualified for placement under Section 4.3 except for not holding a TSPC license.

### 4.3 WORK RELATED EXPERIENCE:

A newly-hired unit member shall be placed on the salary schedule according to their years of verified paid work-related experience which the District determines is similar to the position of the new unit member. The District will give written notice of this provision to each newly-hired unit member.

- 4.3.1 The above provision applies for all unit members hired for positions listed below:
  - a. Nurses - Registered Nurses and Nurse Practitioners
  - b. Counselors, Librarians and Teachers – Counseling, teaching or serving as an instructional assistant or librarian in public or private school or agency or serving in the Peace Corps or Job Corps
  - c. School Psychologist - as a psychologist
  - d. Mental Health Therapists – as a social worker or mental health practitioner
  - e. Speech and Language Specialist - as a speech clinician
  - f. Occupational Therapist – as an occupational therapist clinician
  - g. Physical Therapist – as a physical therapist clinician
  - h. Athletic Trainer – as a board-licensed athletic trainer
  - i. Unit members hired for positions that are not listed above and that do not require a TSPC license shall have their work experience assessed by the District to determine if it is relevant to the position.

- 4.3.2 Unit members hired for positions that require a TSPC license can have non-teaching work experience counted if the District determines the experience is relevant to the position for which the unit member is being hired. For each two years of non-teaching experience, the unit member will be given one year of experience for initial step placement. If this experience credit is denied, then the unit member may appeal the denial. The denial will be considered by a joint committee of two members each appointed by the District and Association and a fifth member jointly appointed by the District and Association. The committee's decision will be by majority vote.
- 4.3.3 Work-related experience must have been performed after graduation from an accredited college or university and generally after the person is eligible for licensure in a state and/or jurisdiction where employed.

Exception will be granted for work-related experience which includes but is not limited to one or more of the following conditions:

- a. Teaching in a college or university
  - b. Teaching in a foreign school where no license is required
- 4.3.4 Eligible work-related experience shall be evaluated and prorated to determine the number of years of credit to be given based on the following criteria.
- a. Teaching time will include instruction time with students and preparation time equal to one-half hour of preparation time for every two hours of student instruction time. Teaching time does not include substitute teaching except as provided in Section 4.3.5 and the District collective bargaining agreement with the Eugene Association of Substitute Teachers.
  - b. Teaching time will be credited as follows:
    - 1. A full school year of teaching time will be credited for each year continuously employed in a regular teaching position at .5 or greater FTE, providing the start date in the position was on or before the first District teacher work day in February.
    - 2. Employment for less than a full school year, or less than .5 FTE, will be converted to full-time equivalent days by multiplying the FTE by the number of days worked. One year of experience credit will be given for every 191 full-time equivalent days, up to the maximum number of years allowable.
- 4.3.5 Any newly-hired unit member who completed at least one-half (1/2) year of substitute teaching service in the same District assignment shall be given prior experience salary schedule credit for said service, if hired into a regular bargaining unit position.

#### 4.4 ADVANCEMENT ON SCHEDULE:

A unit member shall qualify for the step increase if they have been evaluated and have been determined to have performed satisfactory service and adhered to the policies established by the Board.

- 4.4.1 In the event a unit member has been determined not to have qualified for an increase, the unit member shall be notified in writing by March 15 of each year.
- 4.4.2 Any unit member who did not qualify for the increase may challenge the District's decision in binding arbitration.
- 4.4.3 A full school year of teaching time will be credited for each year continuously employed in a regular teaching position at .5 or greater FTE, providing the start date in the position was on or before the first District teacher work day in February in order to be credited with one year of service for purposes of advancement on the salary schedule.

#### 4.5 ADDITIONAL PREPARATION:

- 4.5.1 **DEADLINE FOR SUBMITTING TRANSCRIPTS:** To be eligible for a column change retroactive to September 1, a member must submit official transcripts documenting completed coursework and/or certificates of completion for District workshops to Human Resources by October 15. A column change for the current teacher work year can only be documented by coursework completed on or before October 15 of the current work year. If the Human Resources Department receives all documentation on or before October 15, the unit member is eligible for a column change and payment on the new salary column.
- a. The grievance remedy for errors or omissions made by the District which results in column misplacement to the disadvantage of the unit member shall be fully retroactive.
  - b. Errors and omissions made by a unit member which results in column misplacement or advancement from previous years shall be retroactive to the beginning of the work year in which the error or omission is discovered and reported to the District Human Resources Department with documentation of the unit member's eligibility.
- 4.5.2 **STEP PLACEMENT AFTER COLUMN ADVANCEMENT:** When unit members move from a lower to a higher preparation column on the salary schedule by completing additional degrees or credit, they shall be placed on the same step as a newly hired unit member with similar training and experience unless this would cause the member's step placement to be reduced. Thereafter, unit members shall progress in the new column until the maximum is reached.
- 4.5.3 The following salary columns, post-bachelor course credits and/or degrees are in effect:
- a. Bachelors Column - Requires a Bachelors Degree awarded by an accredited college or university.
  - b. Bachelors +23 Quarter Hours Column - Requires a Bachelors Degree and twenty-three (23) quarter hours of undergraduate and/or graduate course work taken at an accredited college or university and earned after the awarding of the Bachelors Degree.
  - c. Bachelors +45 Quarter Hours Column - Requires a Bachelors Degree and forty-five (45) quarter hours of undergraduate and/or graduate course work taken at an accredited college or university and earned after the awarding of the Bachelors Degree.
  - d. Bachelors +60 Quarter Hours/Masters Degree Column - Requires either:
    1. A Bachelors Degree and sixty (60) quarter hours of undergraduate and/or graduate course work taken at an accredited college or university and earned after the awarding of the Bachelors Degree. To qualify, the course work must be relevant to the unit member's professional development as a District 4J employee.
    2. A Masters Degree awarded by an accredited college or university.
  - e. Bachelors +83 or Masters +23 Column - Requires one of the following:
    1. A Bachelors Degree and eighty-three (83) quarter hours of undergraduate and/or graduate course work taken at an accredited college or university and earned after the awarding of the Bachelors Degree. Undergraduate courses taken must be relevant to the unit member's professional development as a District 4J employee.
    2. A Masters Degree and a combination of sixty-eight (68) quarter hours of graduate and/or undergraduate course work taken at an accredited college or university and earned after the awarding of a Bachelors Degree. Undergraduate courses taken must be relevant to the unit member's professional development as a District 4J employee.
    3. A Masters Degree and twenty-three (23) quarter hours of graduate and/or undergraduate course work taken at an accredited college or university and earned after the awarding of the Masters Degree. Undergraduate courses taken must be relevant to the unit member's professional development as a District 4J employee.

- f. Bachelors +105 or Masters +45 Column - Requires one of the following:
  1. A Bachelors Degree and one hundred and five (105) quarter hours of undergraduate and/or graduate course work taken at an accredited college or university and earned after the awarding of the Bachelors Degree. Undergraduate courses taken must be relevant to the unit member's professional development as a District 4J employee.
  2. A Masters Degree and a combination of ninety (90) quarter hours of graduate and/or undergraduate course work taken at an accredited college or university and earned after the awarding of a Bachelors Degree. Undergraduate courses taken must be relevant to the unit member's professional development as a District 4J employee.
  3. A Masters Degree and forty-five (45) quarter hours of graduate and/or undergraduate level courses taken at an accredited college or university and earned after the awarding of the Masters Degree. Undergraduate courses taken must be relevant to the unit member's professional development as a District 4J employee.
- g. Masters +90 or Ph.D. Column - Requires one of the following:
  1. Ninety (90) quarter hours taken at an accredited college or university subsequent to completion of the Masters degree. The last forty-five (45) quarter hours must be taken for graduate level credit and must be approved in advance by a Human Resources Administrator. These must directly relate to the unit member's professional development.
  2. Ninety (90) quarter hours taken at an accredited college or university subsequent to completion of the Masters degree. The last forty-five (45) hours may be a combination of undergraduate and/or graduate credit hours if unit members submit to the District a comprehensive plan for completion of these forty-five (45) hours. This comprehensive plan must be of high standard and directly relate to the unit member's professional development.
  3. Forty-five (45) quarter hours taken at an accredited college or university subsequent to completion of all requirements for the Bachelors+90 w/Masters or MA+45 column. These forty-five (45) quarter hours must be taken for graduate credit and must be approved in advance by a Human Resources Administrator. These must directly relate to the unit member's professional development.
  4. Forty-five (45) quarter hours taken at an accredited college or university subsequent to completion of all requirements for the Bachelors+90 w/Masters or MA+45 column. These forty-five (45) quarter hours may be a combination of undergraduate and/or graduate credit hours if unit members submit to the District a comprehensive plan for completion of these forty-five (45) hours. This comprehensive plan must be of high standard and directly relate to a unit member's professional development.
  5. A Doctorate/Ph.D. Degree earned from an accredited college or university.
- 4.5.4 Courses submitted by unit members to qualify for schedule placement or advancement for the BA+60, BA+83, and BA+105 columns must be from an accredited college or university and be relevant to the unit member's professional improvement as a District 4J employee. A challenge to the District's final decision on relevance shall be jointly determined by the District and the Association.
- 4.5.5 The District periodically offers classes and workshops that meet the University standard for obtaining credit. Unit members who take these classes and who do not wish to obtain University credit, but who do wish to apply credit from these classes or workshops for the purposes of salary schedule advancement need to obtain permission in advance from their director, and notify the instructor of the class or workshop. At the completion of the workshop, the instructor will provide the unit member with a certificate indicating successful completion of the course or workshop. This certificate will be used by the Human Resources Department to compute credits for salary schedule advancement. The criteria for determining the University standard for such course work is as follows:

- a. The instructor is qualified for teaching or training in the subject area in which the course is taught.
- b. The outline of the course must be in line with the title of the course and the credit hours to be granted.
- c. The course must have the appropriate course number, e.g. 07 courses are seminars with substantial theory; 08 courses are workshops that are "hands-on" and little theory.
- d. Each credit hour requires a minimum of ten (10) hours of seat time and the expectation of twenty (20) hours of out-of-class work.
  1. The District may approve EEA sponsored classes for advancement on the salary schedule when an EEA class or workshop meets all the terms and conditions for approval in Section 4.5.5.

#### 4.6 METHOD OF PAYMENT:

Unit members' salaries shall be paid in twelve (12) monthly installments. The first installment shall be paid in August of each year and each subsequent installment shall be paid on the last business day of each month thereafter. Unit members whose employment is terminated for any reason during the work year shall be paid in full on the next regular payroll date, or within five (5) business days after that payroll date but no later than within thirty-one (31) days of termination. Unit members whose District employment terminates at the end of the work year, for any reason other than retirement, will receive their final paycheck in the 12<sup>th</sup> monthly installment, i.e., by July 31. Unit members whose District employment terminates due to retirement will receive their final paycheck at the end of the month in which District employment has terminated.

#### 4.7 PAYROLL DEDUCTIONS:

The District shall deduct from the salaries of the unit members at the unit member's request, the following: dues of Association members, premiums for Board approved health and welfare benefits, tax sheltered annuities (TSA) which the District has approved, and contributions to the United Way.

##### 4.7.1 UNION MEMBER DUES

- a. Any unit member may enter into an agreement with the Association to provide authorization for the district to make a deduction from the unit member's salary or wages to pay dues, fees, any other authorized deductions to the Association or its affiliated organizations or entities. Such authorization shall continue in effect until the unit member revokes the authorization in the manner provided by the terms of that agreement or ORS 243.806(6). The Association will provide the District a list identifying the employees who have provided such authorizations and the authorized deduction amounts. The list, and any update to the list, shall be provided by the 15<sup>th</sup> of each month. The District shall rely on the list provided by the Association to make the authorized deductions in the next applicable payroll period and to remit payment to EEA and OEA.
- b. For members identified by the Association to the District by October 15 as having provided authorization, the District shall deduct one-tenth (1/10) of the dues each month beginning in October of each year. Deductions for unit members identified by the Association thereafter shall be prorated so that the full amount of the dues, fees and other authorized deductions shall be completed by the July following the first deduction.
- c. Within fifteen (15) days after each pay period, the district will send to OEA in a single payment the combined NEA and OEA dues, including any voluntary Association contributions, deducted for the month. EEA dues and local PAC payments will be deducted and paid separately from OEA/ NEA dues and shall be remitted to the EEA. The amount of Association dues collected shall be remitted to the Association each month at no cost to the unit member nor the Association. The District in a reasonable manner shall provide the Association the names of the persons whose dues the District has deducted.
- d. On a monthly basis, the District will provide OEA the following information from the District's human resources information system records: a list of all employees represented by the bargaining unit, employee identification number, date of hire, FTE, position title, worksite, salary column and

step, and contact information as required by PECBA. The District will provide such information for new hires within ten (10) days from the date of hire.

- e. The Association assumes responsibility for, and shall defend, indemnify and hold the District, its employees, agents, and board members harmless from any and all claims, causes of action, administrative complaints, lawsuits, orders, or judgments, resulting from or related to the deduction of union dues and/or contributions deducted from an employee's salary and payment of such dues and/or contributions to the Association resulting from the District's reliance on the list. The Association's obligations are contingent upon the District: (1) giving the Association reasonable notice, in writing, of any claim; and (2) fully cooperating with the Association and counsel selected by the Association in the defense of the claim. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. The Association shall reimburse the District for all costs and disbursements arising out of or related to the claim. Should the District wish to select and use its own attorney, the District will pay the fees and costs of said attorney.
- f. When the Association timely provides the list and the District fails to make an authorized deduction in the next applicable payroll period and remit payment, the District is liable to the Association without recourse against the employee who authorized the deduction for the full amount that the District failed to deduct and remit to the Association.

4.7.2 TSA: Any bargaining unit member can join or transfer to any existing TSA plan as long as the total number of participants would be five (5) or more. To add a new TSA plan requires ten (10) or more District employee participants. The District will make its best efforts to remit TSA payments within five (5) working days.

#### 4.8 SUPPLEMENTAL RETIREMENT BENEFIT:

The District will provide two supplemental retirement plans for eligible unit members. A unit member hired and employed as a bargaining unit member prior to July 1, 1998 and continuously a bargaining unit member until the date of retirement from District employment, is eligible for Supplemental Retirement Plan A. A bargaining unit member hired and employed on or after July 1, 1998, is eligible for Supplemental Retirement Plan B. A unit member who elects supplemental retirement must provide the District with at least sixty (60) days advance notice of retirement. Notice may be revoked or waived with District consent.

- 4.8.1 RETIREMENT PLAN A: The District shall offer to Plan A eligible unit members a supplemental retirement program which will provide the unit member with a monthly stipend through the month the member turns age sixty-two (62) and an insurance contribution through the month preceding the month the member turns Medicare eligible by age.
  - a. ELIGIBILITY. A unit member is eligible to participate in the Section 4.8 supplemental retirement Plan A with:
    - 1. Ten (10) years of service in the District and fifty-eight (58) years of age or more; or
    - 2. Ten (10) years of service in the District and thirty (30) years or more participation in PERS regardless of age. Participation in PERS includes years purchased from PERS from out-of-state teaching experience and military service.
  - b. NOTIFICATION.
    - 1. By April 1st, unit members must give the District Human Resource Department a written commitment which specifies a retirement date if they intend to retire during the period from April 1st through November 15th. If unit members provide this commitment by April 1st, they shall be advanced two payments of the monthly supplemental retirement stipend in the first month following termination from the District. If unit members do not provide this commitment by April 1st and retire during the period from April 1st through November 15th, the unit members shall not be paid the monthly supplemental retirement stipend or the District insurance contribution during the first two months following retirement.

- c. **MONTHLY STIPEND.** The amount and maximum number of the monthly stipends are specified in the table below. Years in PERS is the number of service years in PERS at the date of District retirement.

Age at Retirement	Years in PERS	Max. No. of Monthly Stipends	Monthly Stipend Amount	Max Stipend Amount
55 or fewer years	30	84	\$400	\$33,600
56	30	72	\$400	\$28,800
57	30	60	\$400	\$24,000
58	10 or more	48	\$450	\$21,600
59	10 or more	36	\$450	\$16,200
60	10 or more	24	\$450	\$10,800
61	10 or more	12	\$450	\$5,400

- d. **EARLY OUT OPTION.** A unit member between age fifty-three (53) and fifty-eight (58) with ten (10) years in the District is eligible for the Early Out Option without attaining thirty (30) years participation in PERS. The Early Out Option is available to bridge a unit member to their earliest eligibility date which is either at age fifty-eight (58) or attaining thirty (30) years in PERS before age 55. The maximum total stipend amount a unit member can receive is determined by their age at earliest eligibility under the regular supplemental retirement program. (See table above, Section 4.8.1.c.) The monthly stipend amount is the maximum amount divided by the number of monthly payments to age sixty-two (62).
- e. **PAYMENT UPON DEATH.** In the event of a unit member's death, the remaining balance of the monthly payments shall be paid to the estate of the unit member.
- f. **RETIREE MEDICAL INSURANCE:** A unit member is eligible for the District's retiree insurance plan and District contribution toward that plan until they qualified for Medicare coverage at age sixty-five (65) or due to Social Security Disability prior to age 65. Their spouse, domestic partner, and/or dependents are eligible for coverage until that date. If the retired unit member or the retired unit member's spouse or domestic partner qualifies for federal Social Security Medicare coverage prior to age 65 because of a disability then, as determined by the Joint Benefits Committee, the retired unit member or the retired unit member's spouse or domestic partner will be eligible to receive a monthly reimbursement amount, from the licensed insurance reserves, not to exceed the amount of the District's retiree monthly insurance contribution, to be used to purchase the Oregon PERS supplemental Medicare coverage plan or, if ineligible for PERS coverage, to purchase another supplemental Medicare coverage plan.
1. For unit members who retire in 2024-25, or 2025-26, or 2026-27 the District's total contribution for unit member and spouse retiree medical insurance program shall be determined by multiplying 0.56 (fifty-six hundredths) times the amount of the District's contribution for insurance listed in Section 6.1. The District's contribution amount shall be per retired unit member per month effective October 2024, October 2025, and October 2026.
  2. In the event unit member and spouse retiree medical insurance costs exceed the District's total monthly contribution, the excess costs will be paid by the retired unit member.
  3. In the event of the unit member's death prior to both the Social Security full retirement age and coverage under Medicare, the District, if the spouse of the unit member is at the time of the unit member's death not covered by Medicare, shall pay monthly contributions incident to covering such spouse under the District's medical insurance program until such time as the unit member would have reached Medicare eligibility at age 65. If the deceased unit member's spouse or domestic partner qualifies for federal Medicare coverage prior to age 65 because of a disability,



then, as determined by the Joint Benefits Committee, the retired unit member's spouse or domestic partner will be eligible to receive a monthly reimbursement amount, from the licensed insurance reserves, not to exceed the amount of the District's retiree monthly insurance contribution to be used to purchase the Oregon PERS supplemental Medicare coverage plan or, if ineligible for PERS coverage, to purchase another supplemental Medicare coverage plan.

4. If the retired unit member's spouse/domestic partner is not yet eligible for Medicare when the retired unit member becomes or would have become Medicare eligible at age sixty-five (65), and is no longer eligible for the District's insurance plan(s), the District will offer the spouse/domestic partner the option of continuing on the District's plan until they are Medicare eligible. No District contribution will be made toward that continued coverage. In the event that the District is not a member of an insurance trust and the above retiree's spouse/domestic partner's participation can negatively impact claims experience, this section can be re-negotiated upon request of the District or Association.
  5. The insurance carrier for the District's retiree medical insurance program will be determined as provided in Article 6.
- g. The number of months of District retiree insurance contribution is 120 or fewer depending on the unit member's earliest date of eligibility for the early retirement benefits under Section 4.8. For example, if a unit member is eligible for the early retirement benefit at an age younger than 55 years with 30 or more years of service in PERS, the unit member would be eligible for 120 months of the District insurance or until Medicare eligibility age 65, whichever is earliest. If this unit member was age 53 at retirement, then the unit member could divide the total value of 120 x dollars of the District monthly insurance contribution by 144 to get the monthly amount of the District insurance contribution from retirement at age 53 to age 65. The monthly amount will be determined based on the percentages listed below.

**Eligible to retire at age 55 with  
30 years in PERS**

Age at Retirement					% Dist Cont
Years	Months		Years	Months	
51	0				71%
51	1	to	51	6	74%
51	7	to	52	0	77%
52	1	to	52	6	80%
52	7	to	53	0	83%
53	1	to	53	6	87%
53	7	to	54	0	91%
54	1	to	54	6	96%
54	7		(or over)		100%

**Eligible to retire at age 58 with  
less than 30 years in PERS**

Age at Retirement					% Dist Cont
Years	Months		Years	Months	
53	0				58%
53	1	to	53	6	61%
53	7	to	54	0	64%
54	1	to	54	6	67%
54	7	to	55	0	70%

55	1	to	55	6	74%
55	7	to	56	0	78%
56	1	to	56	6	82%
56	7	to	57	0	88%
57	1	to	57	6	93%
57	7		(or over)		100%

#### 4.8.2 RETIREMENT PLAN B:

- a. Unit members hired on or after July 1, 1998 are eligible for the Plan B Supplemental Retirement benefits. The District will begin paying the Plan B benefit under the terms of this Section after January 1, 1999 as part of an eligible unit member's monthly salary payment. The District will make the monthly TSA payment to a TSA company selected from the District list of TSA companies retroactive to the first month of eligibility when a unit member has submitted a completed and executed District TSA enrollment form to the District Payroll Department within three months of initial eligibility. The unit member will maintain the TSA form required by the District. If a unit member has not submitted a completed and executed form selecting a TSA company within three months of the unit member's initial eligibility for the District TSA payment, the member may complete the TSA enrollment form at a later date; in such a case, the District will make the monthly TSA contribution for that member prospectively and will make a one-time contribution to the member's TSA account equivalent to three monthly TSA contributions.
- b. The District monthly TSA contribution will be \$55 for the first two years of a unit member's eligibility for the Plan B TSA contribution. The District monthly TSA contribution will increase as follows for future years of eligibility:
  1. Third year of eligibility - \$80
  2. Sixth year of eligibility - \$105
  3. Tenth year of eligibility - \$155
  4. Thirteenth year of eligibility - \$180
- c. A unit member who PERS or OPSRP retires from the District and who received the Plan B TSA contribution will have the opportunity to participate in the District's retiree medical insurance program on a self-pay basis until they qualify for Medicare or due to Social Security Disability. The retired unit member's spouse / domestic partner may participate in the District's retiree medical insurance program on a self-pay basis subject to the eligibility terms in section 4.8.1.f.4 above.
- d. The following provisions apply when a TSA provider leaves the market such that an employee enrolled with that provider has an interruption in District TSA contributions:
- e. If contributions are interrupted between August 1 and November 15 of any given year, the employee may enroll with a new provider by November 15 of that year and submit the required form to the District, and the District will make retroactive contributions for the month(s) during which contributions were interrupted. If contributions are interrupted between November 16 and July 31, the employee may select a new provider and submit the required form to the District, and the District will make prospective contributions

#### 4.9 TRAVEL ALLOWANCE:

Unit members required in the course of their daily work to drive personal automobiles exclusive of the normal daily commute shall receive reimbursement at the prevailing I.R.S. mileage rate. The allowance given for authorized use of personal cars for field trips or other business of the District shall be at the same rate.

## ARTICLE 5 – ATHLETICS AND EXTRA DUTY COMPENSATION

### 5.1 ATHLETICS AND EXTRA DUTY:

Unit members performing Athletics and Extra Duty service to cover responsibilities over and above those usually assigned during the school year shall receive additional compensation in the following amounts. Amounts listed as stipends will increase by the same percentage as any annual increase listed in Article 4.1. Amounts listed as percentages shall apply to the unit member's actual column of the salary schedule (the unit member's step placement on their column is based on their specific extra duty experience credit as defined in Section 5.4 – ADDITIONAL RESPONSIBILITIES, up to step 14 for the first five columns of the salary schedule and step 15 for the last two columns).

#### 5.1.1 Athletics

- a. High School Base Stipend (Subject to 2024-2027 Licensed Salary Increase) – See Appendix A-3.

Tier 1
Baseball – Head
Basketball – Head (Men)
Basketball – Head (Women)
Football – Head
Soccer – Head (Men)
Soccer – Head (Women)
Softball – Head
Track – Head
Volleyball – Head
Wrestling – Head (Men)
Wrestling – Head (Women)
Tier 2
Baseball – JV Head
Basketball – JV Head (Men)
Basketball – JV Head (Women)
Cross Country – Head
Football – JV Head
Football – Coordinator
Soccer – JV Head (Men)
Soccer – JV Head (Women)
Softball – JV Head
Swimming – Head
Track – Secondary Head 1

Track – Secondary Head 2
Volleyball – JV Head
Wrestling – JV Head (Men)
Wrestling – JV Head (Woman)
Tier 3
Baseball – Assist. 1
Basketball – Assist. 1 (Men)
Basketball – Assist. 1 (Women)
Competitive Dance – Head (Fall/Winter)
Competitive Cheer – Head (Fall/Winter)
Cross Country – Secondary Head
Football – Assist. 1
Football – Assist. 2
Football – Assist. 3
Football – Assist. 4
Golf – Head (Men)
Golf – Head (Women)
Marching Band – Head
Soccer – Assist. 1 (Men)
Soccer – Assist. 1 (Women)
Softball – Assist. 1
Speech – Head
Tennis – Head (Men)
Tennis – Head (Women)
Volleyball – Assist. 1
Wrestling – Assist. 1 (Men)
Wrestling – Assist. 1 (Women)
Swimming – Secondary Head
Tier 4
Competitive Dance – Assist (Fall/Winter)
Cross Country – Assist. 1
Swimming – Assist. 1

Tennis – Assist. (Men)
Tennis – Assist. (Women)
Track – Assist. 1
Track – Assist. 2
Competitive Cheer – Assist. 1 (Fall/Winter)
Tier 5

Additional High School Positions:

<p align="center"><b><u>JV Head Coach</u></b></p> <p align="center">In order to receive funding for a JV head coach the program must have a JV OSSA competitive team</p> <p align="center"><b><u>Competitive Cheer/Dance</u></b></p> <p align="center">OSAA – 2 seasons/ Fall and Winter. Receive a stipend for each season of participation</p>
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Team	Number of registered athletes required to add additional assistant coaches	Tier
Comp Cheer – Assist. 2	30	4
Comp Dance – Assist. 2	50	4
Swimming – Assist. 2	75	4
Track – Assist. 3	85	4
Track – Assist. 4	130	4
Cross Country – Assist. 2	90	4
Tennis – Assist. 2 (Men)	30	4
Tennis – Assist. 2 (Women)	30	4
Golf – Assist. (Men)	15	4
Golf – Assist. (Women)	15	4

- b. Middle School Base Stipend (Subject to 2024-2027 Licensed Salary Increase) – See Appendix A-3

Tier 1
Track – Head
Tier 2
Track – Assist. 1

Cross Country – Head
Tier 3
Cross Country – Assist. 1

Team	Number of registered MS athletes to add district funded assistant coach.	Tier
Track – Assist. 2	50	2
Track – Assist. 3	60	2
Track – Assist. 4	85	2
Track – Assist. 5	105	2
Track – Assist. 6	150	2
Cross Country – Assist. 2	35	3
Cross Country – Assist. 3	50	3
Cross Country – Assist. 4	75	3

c. Additional Middle School Positions

Track Coordinator	\$1,500
Cross Country Coordinator	\$1,000

d. Grandpersoned High School Athletics Positions

The grandpersoned salary schedule is frozen at 2020-21 levels. Members who held a coaching position prior to July 1, 2023 will be permitted to remain on the 2020-21 schedule until such time as a break in service, the applicable stipend on the schedule effective July 1, 2023 exceeds their placement on the 2020-21 schedule, or June 30, 2036, whichever is earlier. A break in service includes non-lateral transfers to District coaching positions but does not include coaches who transfer laterally (i.e. Baseball Head Coach at Building A accepts Baseball Head Coach position at Building B).

e. Fall Reporting Time

If the District requires the following positions to report eight (8) or more calendar days before unit members' first regular duty day of the school year as established by the school calendar adopted by the Board, these unit members will receive an additional increment of two percent (2%): (1) athletic trainers; or (2) fall sports coaches who were hired prior to July 1, 2023, and who are placed on the grandpersoned salary schedule. The District historically starts the high school fall sports season on a date consistent with the OSAA guidelines.

f. Extended Season Pay

Coaches in OSAA sanctioned activities competitions or District-identified middle school activities whose teams proceed to postseason tournaments or games shall be compensated for each day on which they are required to perform services. This per diem compensation shall be calculated by dividing the Section 5.1 stipend by fifty-five (55).

g. Extended Travel

Unit members in a Section 5.1 extra duty coach position who are required to travel one way in excess of 120 miles to a conference game, will be paid a travel stipend of \$50 per trip.

h. **Athletic Trainers**

1. Notwithstanding Sections 5.5 and 5.7.2 and Article 10 of this Agreement, athletic trainers shall begin their contracted work year five work days prior to the first fall OSAA season and will end their work year an equal number of days early.
2. Athletic trainers will be covered by the terms of Section 5.1.9 for fall sports reporting time.
3. Athletic Trainers assigned to support an extended season tournament or playoff, as described in Section 5.1.1.f, and the support work occurs outside the Trainer's scheduled work day will be paid \$120 for football games and \$60 for other events per day. If this support work occurs on Saturday, then the Trainer will be paid \$200.

5.1.2 **Extra Duty**

a. **Music**

Elementary Instrumental .....	1%
Full-time Elementary Instructor ...	2%
Middle School Orchestra .....	3%
Senior High Orchestra .....	4%
Middle School Band.....	4%
Middle School Choir .....	4%
Senior High Choir .....	8%
Senior High Band.....	10%

b. **Other Extra Duty**

Senior High Newspaper/News Media	10%
Senior High Yearbook.....	10%
Senior High Drama & Stagecraft:	
each play .....	6%
for up to 2 plays per year	
Senior High Musical.....	6%
for one musical play to be divided among drama/stagecraft, orchestra, & vocal	
Middle School Drama per play .	2%
for up to four plays each year	
Middle School Journalism.....	4%

5.2 **CONTRACTING OUT ATHLETICS OR EXTRA DUTY ASSIGNMENTS**

- 5.2.1 District employees may notify the Human Resources Office in writing of their interest in particular Athletics or Extra Duty positions. If a vacancy occurs in an Athletics or Extra Duty position in which one or more District employees have previously submitted written notice of interest, the District will interview such District employees prior to interviewing applicants who are not District employees. If no qualified and currently employed District employee agrees to perform the service, then the District may contract with other persons to perform the service. The District will give District employees notice by email of the process for applying for vacant Athletics and Extra Duty positions. The notice shall be sent on or before September 1 and May 1 each work year.

5.3 **EVENT SUPPORT WORK**

- 5.3.1 Members hired for in game supervision, ticket personnel, door monitors, and crowd control positions shall be paid the hourly rate established in Section 5.6.

- 5.3.2 Bargaining unit members will be notified of vacancies through the District's customary notification procedure.
- 5.3.3 The bargaining unit member shall continue in the position for the duration of the season, except the individual's right to a position may be terminated for any good faith sufficient reason.

5.4 ADDITIONAL RESPONSIBILITIES:

Unit members who are assigned and who perform services over and above those usually assigned during the school year as defined in this Section, shall receive additional compensation as follows.

- 5.4.1 The following percentages shall be computed on the individual's actual salary, up to the last step on the first five columns of the salary schedule and up to the last step on the last two columns.

<b>Position</b>	<b>Additional Percentage</b>
IHS Head Teacher.....	11
Testing Coordinator (per building) .....	2

5.4.2 Leadership Positions

- a. Leadership Plans will include district-required teams/positions and teams/positions created jointly by the licensed staff and administrator in each building.
- b. The annual budget for teacher building-created Leadership positions will increase each year by the applicable negotiated EEA COLA. This increase will then be reflected in an increased stipend for each Leadership level.
- c. District-required teams/positions will be compensated according to the Leadership level that matches the expectation of time required to carry out each role. The compensation level for each position is determined by the District, according to the agreed upon compensation levels (see Table below), and shall be the same for every school. SSD, IHS, ECCO, and Fox Hollow will each receive Leadership allocations. District-required teams may function differently in these programs.
- d. The District will also determine a minimum number of staff to be assigned to these District-required positions in each building based on the number of students at the school. The district will provide a job description for each position to administrators, licensed staff, and EEA.
  1. District-required teams/positions include the following:
    - Equity & Inclusion Team
    - Climate & Culture Team
    - Student Intervention Team
    - TAG Coordinator (Elementary)
    - AVID Coordinator (in AVID schools)
- e. Building-created Leadership positions, which will be funded at no less than 70% of the total Leadership allocation each year, will be compensated according to the Leadership level that matches the expectation of time required to carry out each role, above and beyond the regular work week. Determination of level of compensation for these roles is determined jointly by the licensed staff and administrator in each building.
- f. The District will allocate funds for building-created Leadership positions based on the number of licensed staff in each building, regardless of FTE. For the 2024-25 school year, the allocation for building-created positions will be no less than \$945,210.



- g. Licensed staff receiving stipends may exchange stipend pay for up to 3 paid release days at the rate equivalent to the Level 1 stipend amount per day provided they notify the district of their intent prior to November 1. These release days can be taken on days selected by the licensed staff member with reasonable advance notice to the administrator and substitute availability including days before and after weekends, vacations, and holidays, except for scheduled professional development days.
- h. The building administrator and the EEA building representative(s) will collaboratively facilitate all conversations around the creation of the building's leadership plan.
- i. Licensed staff and building/program administrators will work collaboratively to propose to the Joint Contract Administration Committee (JCAC, see Article 16.2) a Leadership structure for building-created positions provided they have consensus or formal approval by secret ballot of at least seventy-five percent (75%) of the licensed unit members voting at the site and approval of the site administration. The compensation cannot exceed the funds budgeted in Section f of this Article. The JCAC will review and approve a proposal or refer it back to the site for modification.
  1. If a proposal is sent back, the school or department will consider the recommended changes and submit a final proposal to the JCAC.
  2. If the JCAC does not approve the structure and compensation as proposed, the Association can grieve the compensation terms on the basis that the compensation is not reasonable and equitable for the leadership responsibilities as assigned and carried out by the unit member.
  3. When final approval is given, all elements of the proposed change, including compensation proposals, can be implemented.
  4. If the compensation portion(s) of a proposal is not approved by the JCAC, the site may implement the new leadership structure, but may not compensate participants until 4J and the EEA resolve the compensation issue by agreement or grievance award.
  5. The District shall provide annually to the JCAC a description of all Leadership structures and compensation for teacher Leadership responsibilities. This report will include an accounting of unspent Leadership funds.
  6. Use of unspent funds will be determined by JCAC.
- j. If there are significant changes to an existing job description that alter the time requirements of the specific job, the parties will review the new duties to determine proper Compensation Level.

Stipend Level	Expected Commitment and Responsibilities	24-25 Stipend	25-26 Stipend	26-27 Stipend
Level 1 (1 unit)	<p><i>1 hour per month of 10 hours per contract year on average</i></p> <p><b>Team Member:</b> Attend the team's monthly meeting and engage in little to no additional responsibilities outside of team meetings. (Average of 1 hour per month)</p> <p><b>Individual Role:</b> Average of an hour or so per month or 10 hours per year</p>	\$525	\$551	\$579

Level 2 (2 unit)	<p><i>2 hours per month of 15-20 hours per contract year on average</i></p> <p><b>Team Member:</b> Attend the team's monthly meeting and engage in less than an hour of additional responsibilities outside of meetings. (Average of 2 hours per month for meetings &amp; responsibilities)</p> <p><b>Individual Role:</b> Average of 2 hours per month or 20 hours per year</p>	\$ 1,050	\$1,103	\$1,158
Level 3 (3 unit)	<p><i>3 hours per month of 25-30 hours per contract year on average</i></p> <p><b>Team Member:</b> Attend the team's monthly meeting and engage in 1-2 hours of additional responsibilities outside of meetings. (Average of 3 hours per month for meetings &amp; responsibilities)</p> <p><b>Individual Role:</b> Average of 3 hours per month or 25-30 hours per year</p>	\$1,575	\$1,654	\$1,737
Level 4 (4 unit)	<p><i>4 hours per month of 35-40 hours per contract year on average</i></p> <p><b>Team Member:</b> Attend the team's monthly meeting and engage in an average of 3 hours of additional responsibilities outside of meetings. (Average of 4 hours per month for meetings &amp; responsibilities)</p> <p><b>Individual Role:</b> Average of 4 hours per month or 35-40 hours per year</p>	\$2,100	\$2,205	\$2,315
Level 5 (5 unit)	<p><i>5 hours per month of 45-50 hours per contract year on average</i></p> <p><b>Team Member:</b> Attend the team's monthly meeting and engage in an average of 4 hours of additional responsibilities outside of meetings. (Average of 5 hours per month for meetings &amp; responsibilities)</p>	\$2,625	\$2,756	\$2,894

	<b>Individual Role:</b> Average of 5 hours per month or 45-50 hours per year			
Level 6 (6 unit)	<i>6 hours per month of 55-60 hours per contract year on average</i>  <b>Team Member:</b> Attend the team's monthly meeting and engage in an average of 5 hours of additional responsibilities outside of meetings. (Average of 6 hours per month for meetings & responsibilities)  <b>Individual Role:</b> Average of 6 hours per month or 55-60 hours per year	\$3,150	\$3,308	\$3,473

<b>AVID Coordinator Stipend Levels</b>	Elementary = Level 3	Middle School = Level 4	High School = Level 6	
<b>TAG Coordinator (Elementary Only)</b>	Less than 200 students = Level 2	201-350 students = Level 3	351-500 students = Level 4	501+ students = Level 5

#### 5.5 EXPERIENCE CREDIT:

Experience credit for Athletics and Extra Duty positions paid a stipend, shall be allowed for each year of participation in the specific activity. Athletics and Extra Duty pay is not tied to the teaching experience of the individual.

#### 5.6 HOURLY PAY:

5.6.1 **SUPPORT PAY:** Unit members required or assigned by the District to assume responsibility for extracurricular assignments not listed in Section 5.1.1 – Athletics or 5.1.2 – Extra Duty, shall be paid at the rate of \$28.00 per hour. The parties will mutually prepare a list of eligible assignments.

#### 5.7 NUMBER OF PAYMENTS

- 5.7.1 Unit members will be paid Article 5.1.1 – Athletics stipends in equal payments during the season.
- 5.7.2 Unit members will be paid all other Article 5 stipends in ten (10) equal payments beginning the end of October payroll. Extra duty stipends that are implemented or changed during the work year will be paid over the balance of the remaining payroll cycle.

#### 5.8 IB ASSESSMENT COMPENSATION

The District will allocate \$34,900 for IB assessment compensation, which will be increased each subsequent fiscal year by the licensed COLA increase. The District will distribute 20% of the funds to Eugene IHS (EIHS) and North Eugene High School teachers of social studies and language arts, and the remaining 80% to non-social studies and non-language arts teachers at the other IB host sites (South Eugene, Sheldon, Churchill, and North Eugene), based on the number of students in each program who are registered for IB tests in October of that fiscal year. The leadership team of each site will then distribute the funds to support the work required for completing required IB internal assessments for the classes offered at each site in math, biology, chemistry, physics and foreign language.

## ARTICLE 6 – FRINGE BENEFITS AND OTHER ALLOWANCES

### INSURANCE:

#### 6.1 FULL TIME:

The District's monthly insurance contribution for each full time equivalent (FTE) unit member is one thousand three hundred and sixty seven dollars (\$1,367) per month for the period October 2024 through September 2025; one thousand four hundred and thirteen dollars (\$1,413) per month for the period October 2025 through September 2026; and one thousand four hundred and seventy-eight dollars (\$1,478) per month starting October 2026.

#### 6.2 PART TIME:

The District's monthly insurance contribution for each part time unit member whose FTE is between .50 FTE and .99 FTE shall be an amount which is a percentage of the full time unit member's District contribution set forth in Section 6.1 determined as follows:

.500 FTE to .750 FTE shall receive 75% of the full time contribution,

.751 FTE to .800 FTE shall receive 80% of the full time contribution,

.801 FTE to .850 FTE shall receive 85% of the full time contribution,

.851 FTE to .900 FTE shall receive 90% of the full time contribution,

.901 FTE to .950 FTE shall receive 95% of the full time contribution,

.951 FTE to .999 FTE shall receive 100% of the full time contribution.

#### 6.3 CARRIER SELECTION:

The Joint Committee on Insurance (JBC) will select the insurance carrier(s); if the JBC is unable to agree on the selection, the District shall select the insurance carrier(s).

#### 6.4 JOINT BENEFITS COMMITTEE:

The parties will continue the standing JBC with four (4) members appointed by the Association and four (4) members appointed by the District. Each party shall designate one of their appointees as a co-chair of the JBC. The JBC decisions shall be by consensus. The JBC is responsible for designing and managing the unit members' benefit programs, the reserve fund, and communication with unit members on benefit issues. The JBC will annually recommend to the District a budget for its operating expenses which shall include but is not limited to consultant fees, substitute release time, printing, and postage. The JBC will annually use JBC managed insurance reserve funds to pay one-half of the operating costs and management expenses of the certified insurance plans up to sixty thousand dollars (\$60,000.00). JBC members shall have equal access to all committee consultants.

- a. The insurance reserve fund and all amounts which have been added to the fund, including interest earned on the fund amount, are reserved exclusively for the bargaining unit members' insurance program as managed by the JBC. Beginning June 30, 2020, amounts over one million five hundred thousand dollars (\$1,500,000), based on the year-end reconciliation, will revert to the District general fund; provided, however, that should members be offered tiered rates, amounts over two million five hundred thousand dollars (\$2,500,000) will revert to the District general fund.

#### 6.5 BENEFIT ADJUSTMENT:

If costs of unit member medical, dental, vision, life, and long-term disability insurance exceed the District contribution, then the JBC will adjust the benefit program to fall within the amount of the District contribution including accumulated insurance fund reserves or assess unit members the excess cost. If the JBC is unable to reach consensus on how to cover the difference between the insurance premium and the amount of the District contribution as required by this Section, then the Association and District JBC representatives shall each make a proposal for covering this difference using either benefit program changes, available JBC reserves, and/or unit member out-of-pocket contribution or a combination thereof.

**6.6 PREMIUM FOR DISABLED TEACHERS:**

When a member is absent from work while eligible for compensation under the District disability income insurance plan, the District shall continue its monthly insurance benefit contribution for the months the District would have continued its contribution had the member used their available paid sick leave at their assigned FTE rate.

**6.7 TERMINATION OF BENEFITS:**

The District's obligation to make contributions towards premiums for the benefits shall terminate on August 31 of the year for each employee whose contract is not renewed for the following school year, or who is on unpaid leave of absence for the following school year, or who has completed a year's contract and resigned. If a unit member's employment is terminated prior to the end of a school year, or they take unpaid leave (other than FMLA or OFLA), the District's contribution toward premiums for benefits shall cease as of the last day of the last month they are employed.

**6.8 SECTION 125 FLEXIBLE SPENDING ACCOUNT:**

Unit member expanded use of section 125 flexible spending accounts will be determined by the District/Association JBC, consistent with the terms of a December 17, 1999, memo from the District to the Association. Any net District FICA savings as determined by the formula in the December 17, 1999, memo in excess of thirty thousand three hundred thirty one dollars (\$30,331.00) per year shall be transferred to the JBC reserve fund in Section 6.4.a.

**ARTICLE 7 – LIABILITY AND LEGAL PROTECTION**

**7.1 ASSAULT:**

7.1.1 Any unit member involved in an assault within the scope of their employment shall immediately make a written report of the circumstances. The unit member shall make supplemental written reports attaching copies of any summons, complaints, process, information, indictment, notice or demand served on themselves in connection with such assault within five (5) days after being served, and shall report the final disposition of any such proceedings. All reports referred to above shall be made to the unit member's principal or immediate supervisor.

7.1.2 Such reports shall be forwarded immediately to the Superintendent's office. In the event civil or criminal proceedings are brought against any unit member, the Superintendent shall comply with any written requests by the unit member for information in the District's possession relating to their defense. The District shall not be required to provide information privileged by law.

7.1.3 The District agrees to provide safe working conditions for unit members and to maintain order in the schools.

7.1.4 The District shall give legal assistance in accordance with applicable law for any assault on a unit member while discharging the unit member's duties. If absence results from assault causing injury, the absence will be District-paid administrative leave.

**7.2 PERSONAL PROPERTY:**

The District shall reimburse unit members for the reasonable cost of personal property with a value of \$500 or less that is stolen or damaged if related to their instructional responsibilities or is stolen or damaged as a result of the District's negligence. The District shall reimburse unit members for the reasonable cost of personal property with a value greater than \$500 that is stolen or damaged and is properly documented as stolen or damaged as a result of the District's negligence.

**7.3 DISTRICT EQUIPMENT:**

Unit members will not be held liable for loss, damage or theft of District equipment provided reasonable care has been taken.

#### 7.4 WORK ENVIRONMENT:

The Association and the District believe the work environment for bargaining unit members should be free of unreasonable risk to bargaining unit members' health, safety, and personal liability. The District will comply with State and Federal laws and regulations pertaining to environmental hazards, workplace safety, and a healthful work environment. To achieve this goal, the parties agree as follows:

- a. Hazardous conditions in the work environment including environmental hazards that are made known to the District and pose a danger to the health or safety of unit members shall be reported to the District Safety Committee and the employee's administrator. The District will respond to the unit member in writing and respond to the report within two (2) weeks of the report and will provide updates if applicable until the matter is concluded.
- b. All unit members, in the course of performing their duties, shall report all unsafe practices and conditions to their immediate supervisor.
- c. Unit members shall not be required to participate in work activities under conditions which, as determined by the District, physically endanger their personal safety or well being.
- d. When a member feels threatened by a physically aggressive student, the member will submit a form documenting extreme behavior to the building administrator. The appropriate District administrator will promptly initiate an assessment of the environment and, if appropriate, work with the member to implement a safety plan in a timely manner.
- e. For high or low heat in the workplace and/or poor air quality, the District will follow OSHA guidelines. When the heat index is predicted to equal or exceed 90 degrees Fahrenheit in buildings without air conditioning, the District will communicate how OSHA requirements will be employed, including any plans for necessary closures prior to the beginning of the work day.

### ARTICLE 8 – LEAVES OF ABSENCE WITH PAY

#### 8.1 SICK LEAVE:

- 8.1.1 Sick leave is provided in the amount of ninety-six (96) hours per year for full-time members. An unlimited number of sick leave hours may be accumulated.
- 8.1.2 All unit members shall earn sick leave based on contract hours worked (including all accessed paid leave), not to exceed 96 hours per year. The District shall allow the use of anticipated but unearned sick leave up to the maximum annual hours authorized in Article 8.1.1. Unit members terminating before the end of their contract duty days who have used more sick leave than their service hours entitled them to shall reimburse the District for the excess hours paid to them.
- 8.1.3 A new unit member may transfer all sick leave accumulated with the most recent Oregon school District for which they have worked provided that the accumulation is verified by the administration of such District.

The transfer of sick leave from another school District shall not be effective until the unit member has completed thirty (30) working days in the District. The District will give written notice of this provision to each newly-hired unit member.
- 8.1.4 Accrued sick leave may be used for any purpose under OFLA, FMLA, or Paid Leave Oregon ("PLO").
- 8.1.5 Sick leave may be used for allowable purposes without loss of pay, up to the total hours accumulated. Any absence authorized as sick leave which is in excess of the unit member's accumulated sick leave shall be without pay. A unit member who is absent five (5) consecutive days on sick leave may be required to furnish a statement from their attending physician that the illness, injury or serious health condition prevents the unit member from working.

- 8.1.6 Except as otherwise provided by law, all sick leave benefits may cease and shall be forfeited upon termination of employment.
- 8.1.7 Any unit member obtaining sick leave benefits by fraud, deceit, or falsified statement, shall be subject to disciplinary action.
- 8.1.8 The District will notify each unit member on at least a quarterly basis of the use and accumulation of sick leave.
- 8.1.9 SICK LEAVE BANK: The Association manages a paid sick leave bank for unit members. The purpose of the sick leave bank shall be to extend to those members additional paid sick leave days should a long-term illness or injury exhaust the member's accumulated sick leave. The Association shall establish rules and regulations to govern the sick leave bank which meet these conditions.
  - a. Unit members' participation in the sick leave bank shall be voluntary.
  - b. The maximum annual contribution of paid sick leave hours to the bank by a unit member shall be sixteen (16) hours. If the sick leave bank is at its maximum number of hours, unit members can join and their contributions will be deducted from their individual sick leave account and credited to the sick leave bank when the bank total drops below the maximum.
  - c. The maximum number of sick leave hours in the bank shall be eight thousand hours (8,000).
  - d. Unit members shall only be eligible for use of sick leave bank days after they have exhausted all their available individual sick leave and personal leave days and have been on unpaid leave for five (5) days.
  - e. Sick leave bank days shall only be used by unit members who have a health care provider's opinion stating they are unable to perform their assigned responsibilities due to a long term illness or injury.
  - f. The maximum number of consecutive sick leave bank days a unit member can use is seventy (70) days. A unit member is not eligible for sick leave bank days if the member is receiving compensation under long term disability or PERS disability.
  - g. All paid sick leave hours contributed to the sick leave bank shall be deducted by the District from the contributor's sick leave account at the time of contribution. Such contributions are irrevocable and shall remain in the bank.
  - h. The Association shall provide the District a list of sick leave bank contributors and users and a copy of the established rules. The District will honor withdrawals from the sick leave bank upon proper certification by the Association.
  - i. The District and Association shall work cooperatively to facilitate the sick leave bank.

## 8.2 OCCUPATIONAL ILLNESS OR INJURY LEAVE:

- 8.2.1 Unit members who sustain an injury or illness compensable by Workers' Compensation causing them to be absent from work and who are unable to perform their regular normal duties, will be paid the difference between their regular salary and compensation benefits for the time they are absent from work for a period up to their accumulated sick leave.
- 8.2.2 Hours of accumulated sick leave shall be deducted from the unit member's sick leave account in proportion to the regular salary paid to the unit member that is not covered by Workers' Compensation.
- 8.2.3 The District shall continue its monthly insurance benefit contribution while the member is absent from work under a workers' compensation claim as provided by Oregon law.

## 8.3 PERSONAL LEAVE:

Unit members may take three (3) days of personal leave per year with pay.

- 8.3.1 This leave is accumulative under the terms of Section 8.3.5.

- 8.3.2 This leave must be scheduled with the unit member's supervisor twenty-four (24) hours in advance unless the incident giving rise to the need for the leave is of such emergency nature that advance scheduling is not feasible.
- 8.3.3 Personal leave may be used on a day adjacent to a holiday or vacation if the leave is otherwise permitted under this provision. However, in no case may personal leave be taken on a day adjacent to a holiday or vacation for the purpose of extending the activities of the holiday or vacation.
- 8.3.4 Unit members returning to work following a holiday or vacation period who have had their travel curtailed due to a strike, cancellation, or hazardous weather conditions may use personal leave.
- 8.3.5 Unit members may carry over unused personal leave days up to the total of three (3) accumulated personal leave days. All provisions of Section 8.3 related to the use of personal leave apply to the use of such accumulated leave, except that members taking leave of more than five (5) consecutive days shall complete a leave request form available from Human Resources.

#### 8.4 PAID LEAVE OREGON

- 8.4.1 The District engaged a Third-Party Administrator ("TPA") to administer PLO benefits. The paid leave benefits provided by that plan will be equal to or greater than those provided by the state-administered plan. The employee and District will make contributions in the amounts and ratios identified in Oregon law.
- 8.4.2 The TPA will make eligibility and benefit amount determinations in accordance with Oregon law and the TPA plan documents.
- 8.4.3 Bargaining unit members who receive PLO benefits from the District's TPA, but who do not receive 100% of their average weekly wages as defined by Oregon law and TPA plan documents, may use appropriate and qualifying accrued paid leave hours (e.g. paid sick time or any other eligible paid leave) pursuant to District policy to account for any difference between their PLO benefit amount and their average weekly wages as determined by Oregon law and the TPA plan documents. The district will continue to issue payroll checks monthly.
- 8.4.4 For bargaining unit members who use accrued leave for an absence and who later receive a PLO benefit, the District will restore the sick leave balance used from the date of PLO application or qualifying event (whichever is first) up to the difference between the PLO benefit granted and the employee's average weekly wage.
- 8.4.5 Upon returning to work after taking PLO leave an eligible employee shall be restored to the position of employment held by the employee when the leave commenced if that position still exists, without regard to whether the district filled the position with a replacement during the period of family leave. If the position held by the employee at the time family leave commenced no longer exists, the employee is entitled to be restored to any available equivalent position with equivalent employment benefits, pay and other terms and conditions of employment.

#### 8.5 BEREAVEMENT:

A unit member may be allowed up to five (5) days absence with full pay for the death of a family member. For purposes of this article, family member includes the relations defined by OFLA, as well as the member's siblings, step-siblings, or a person with whom the employee has a similar relationship to any of the preceding family members.

The absence must be arranged with the building administrator and approved by the Director of Human Resources.

An OFLA-eligible employee may be eligible for additional days as provided by law, and may apply accrued sick or personal leave while on an approved OFLA absence.

Under extenuating circumstances, a unit member may be granted up to two (2) additional paid days of bereavement leave for the death of a family member.



8.6 JURY DUTY:

- 8.6.1 Unit members called for jury duty will normally be expected to serve during the period for which they are summoned.
- 8.6.2 The District will provide a substitute for the days a unit member reports for jury duty, in accordance with the established procedure for unit members' absences. Payment to the unit member for jury duty shall be endorsed and made payable to the District by the unit member, unless jury duty occurs when school is not in session and the unit member is not on duty.
- 8.6.3 No deductions from the unit member's pay shall be made for required jury duty.
- 8.6.4 Excuse from jury duty may be requested for a unit member when the service comes during the first months of school, when the absence of the unit member for a prolonged period of time will have an unusually adverse effect upon the students, or when, in the opinion of the District, the nature of the unit member's assignment is such that it is impossible to provide an adequate substitute.

8.7 COURT APPEARANCES:

No deductions will be made from the salary of a unit member for appearances in court or before any governmental body when appearance is required. However, unit members who initiate a cause of action or criminal defendants may not utilize this provision. Any remuneration to a witness derived from such appearances shall be endorsed to the District.

8.8 ASSOCIATION LEAVE:

- 8.8.1 Members of the Association's Negotiation Team and members of the Association's Grievance Committee shall be allowed up to forty (40) days leave with pay per year for the purposes of negotiating agreements and/or pursuing grievances through all steps of the grievance procedure. At the discretion of the Association, up to 30 of the 40 days in Article 8.8 may be converted to licensed FTE at the current guest teacher rate plus fixed costs.
- 8.8.2 The Association may select a bargaining unit member to serve as EEA benefits liaison on full-time Association release time. The position will serve as a full-time EEA representative providing benefits-related support to licensed employees and other EEA-representative duties. The compensation and other benefits costs of the position will be paid from the insurance reserve fund in Section 6.4.a. Compensation for the position will be the same that the unit member would receive in their regular teaching position. On return from such release, the unit member shall be placed at the same position on the salary schedule as though they had been employed in the system during such a period and will be assigned a position under the terms of Section 9.11. Individual office space at the District office will continue to be provided on a legacy basis.

## **ARTICLE 9 – LEAVES OF ABSENCE WITHOUT PAY**

9.1 LONG TERM UNPAID MEDICAL LEAVE:

Extended leave for health reasons, not to exceed two (2) years, may be granted to a unit member whose health or physical condition makes it impossible to properly discharge their duties, provided the unit member's present period of employment includes not less than three (3) consecutive years of service. Within their first three (3) years of unit member service, unit members may be granted such leave, not to exceed a total of six (6) months. Such leave shall be without pay and scheduled increments. Adjustments in salary and retirement credit shall not be allowed.

9.2 UNPAID LEAVE FOR THE BIRTH OR ADOPTION OF A CHILD:

The District shall grant leave as required by Oregon and Federal law for the birth or adoption of a child.

The District shall grant leave before or after the birth or adoption of a young child which shall include any parental leave taken by the unit member under the terms of Oregon and Federal law. (See Section 9.4).

- 9.2.1 Leave for the birth or adoption of a child shall be granted to all unit members. The leave can be for a period of up to one (1) year at the unit member's choice and which shall include all leave granted under 9.2; however, the unit member shall choose a return from leave date which shall coincide with the beginning or end of the grading period or the midterm grading period in which the leave period ends. The written request for this leave must be made to the Director of Human Resources and must specify the period of time requested.
- 9.2.2 When the welfare of the District and the unit member warrants it, consideration will be given to granting a second year of leave.
- 9.2.3 The District will allow five (5) non-compensated emergency leave days to unit members to make arrangements for the placement of adopted children in the unit member's home. This provision is in addition to the right to take any other paid leave. Parental leave may also be utilized under the adoption leave provision when a unit member obtains custody of a child.
- 9.2.4 At the conclusion of this leave, the unit member shall be reinstated in the District as a unit member under the terms of Sections 9.4 and 9.11. This birth/adoption leave will not interrupt any seniority rights which have accrued prior to the taking of the leave. This leave shall be without compensation, except as provided in Section 9.4. No advancement on the salary plan shall be allowed for the period this leave is taken in excess of twelve (12) weeks.

### 9.3 EXTENDED LEAVE OF ABSENCE:

There are three types of extended leaves available, which are granted without pay, as outlined below:

- 9.3.1 UNPAID PERSONAL LEAVE: A contract full-time or part-time unit member who has worked for three (3) consecutive years may be granted a leave of absence without compensation for one (1) year for personal reasons. Request for such a leave will generally be submitted prior to March 15, but may be submitted at any time during the school year provided a suitable replacement is available and the leave does not disrupt the educational program. Request for such a leave shall indicate the reasons the request is being submitted. Scheduled increments, adjustments in salary, retirement credit and sick leave will not be allowed for such leave.
  - a. The conditions under which a person may return from a personal leave will be determined by the Board, on recommendation of the Superintendent, at the time of approval of the leave. An attempt will be made to return the person to the same position or one of comparable status.
  - b. A unit member returning from a one (1) year personal leave must work for three (3) consecutive years before applying for another personal leave.
  - c. Personal leave of a short duration may be granted during the school year by the Director of Human Resources after having received approval from the unit member's principal or supervisor. A salary deduction will be made on a pro-rata basis.
  - d. The District may hire a temporary teacher to fill a vacancy for a unit member who requests a personal leave after July 31 to be taken during the next school year with a single assignment teacher under the terms of Section 9.12.
- 9.3.2 UNPAID PROFESSIONAL LEAVE: Upon the recommendation of the Superintendent, the Board will consider granting a leave of absence without pay for not more than one (1) year to contract unit members. The purpose of the leave shall be for further study or other activity designed to improve the individual professionally. Requests for such a leave will generally be submitted prior to March 15, but may be submitted at any time during the school year, provided a suitable replacement is available and the leave does not disrupt the educational program. Requests for such a leave shall indicate the reasons the request is being submitted.
  - a. Upon return from the leave, the unit member shall be accorded the same consideration with respect to salary placement and position assignment as though they had been employed by the District during the year on leave.

- b. When the welfare of the District and the unit member warrants it, consideration shall be given to granting a second year of leave, with but one (1) year applying to advancement on the salary plan.
- c. At the conclusion of the leave, the unit member shall be reinstated in a position under the terms of Section 9.11. If the building FTE for the year of return is less than the building FTE for the year in which the leave application was approved, then the unit member shall have the same right to remain in the building as other unit members and the terms of Section 9.11 shall not apply.
- d. While on leave, it is the responsibility of the unit member to keep the Human Resources Office informed at all times of their mailing address. During the year of leave, the unit member shall notify the Director of Human Resources, in writing, not later than March 15, whether or not they plan to return to duty the following school year.
- e. A unit member returning from a professional leave must work for three (3) consecutive years before applying for another professional leave.

9.3.3 UNPAID PARENTAL LEAVE: Parental leave may be granted to any unit member for a period not to exceed one (1) year.

- a. Applications for this leave must be made in writing to the Director of Human Resources, must state the reason(s) for the request, and indicate the period of leave requested.
- b. At the conclusion of the leave, the unit member shall be reinstated in a position under the terms of Section 9.11.
- c. This leave shall not interrupt any seniority rights which accrued prior to the leave. No advancement on the salary schedule, increment, retirement credit, or sick leave will be allowed.
- d. The District may extend a parental leave for an additional year or portion thereof, provided a written application for extension is filed with the Director of Human Resources sixty (60) calendar days prior to expiration of the initial leave.

#### 9.4 COORDINATION OF STATE AND FEDERAL LEAVE LAW WITH ARTICLES 8 AND 9:

The District and the Association intend to coordinate a unit member's rights under Articles 8 and 9 with state and federal leave laws in a manner that assures no loss of the unit member's rights under Articles 8 and 9 and the unit member's rights under state and federal leave laws. (A Family Leave form provided by the Human Resources Department is required for your family leave provided by this Section.)

9.4.1 PAID FMLA/OFLA LEAVE: A unit member may apply their accrued paid sick leave to an approved FMLA or OFLA leave.

9.4.2 UNPAID FMLA/OFLA LEAVE: A unit member can take unpaid leave for purposes allowed under FMLA/OFLA.

9.4.3 FMLA/OFLA LEAVE DURATION: The unit member may be eligible for leave under Sections 9.4.1 and 9.4.2 for a total of twelve (12) weeks during a rolling leave year of 52 consecutive weeks, beginning on the Sunday immediately preceding the date on which the leave commences under Articles 8 or 9 for purposes allowed under the law. (Please note the law is complex and individual cases will be addressed by the Human Resources Department.)

9.4.4 DISTRICT BENEFIT CONTRIBUTION: The District shall make its monthly contribution toward the benefits of a unit member for the period the unit member is eligible for leave in Section 9.4.3.

#### 9.5 UNPAID MILITARY LEAVE:

Military leaves shall be allowed in accordance with federal and state laws relating to such leaves.

#### 9.6 UNPAID PART-TIME LEAVE:

Contract bargaining unit members are eligible for part-time leave at the District's discretion. The contract bargaining unit member on part-time leave must give the District Human Resources Department written notice by

February 1 of the year while on part-time leave of the unit member's intent to continue on the part-time leave for the following year. On or before January 10th, the Human Resources Department will give part-time unit members an email notice of the February 1st deadline. Failure of the bargaining unit member to give written notice to the Human Resources Department by February 1 will result in the unit member being automatically returned to full-time status beginning the first day of the school year following their leave.

9.7 UNPAID ASSOCIATION LEAVE:

9.7.1 A leave of absence of up to two (2) years shall be granted on application, to any contract unit member for the purpose of serving as an officer or employee of the Association (EEA). If requested, the District will extend the leave for up to two (2) additional years. On return from such leave, the unit member shall be placed at the same position on the salary schedule as though they had been employed in the system during such a period and will be assigned a position under the terms of Section 9.11.

9.7.2 The Association shall be allowed leave without pay for unit members to attend those conferences and workshops that pertain to matters which are directly related and central to the parties' collective bargaining relationship. Unpaid Association leave will not be charged to individual unit member pay. However, the District may charge the Association at the substitute teacher daily rate for such leave or one-half (1/2) the unit member's daily salary, whichever is greater if a substitute is required to perform the services of the absent unit member.

9.8 INSURANCE PROGRAMS:

Unit members on unpaid leaves of absence, other than OFLA or FMLA leaves, will have the opportunity provided by federal law (COBRA) to purchase health care continuation coverage through plans covering active members.

9.9 ASSIGNMENTS:

Being on leave does not exempt a unit member from the District's reduction in staff plan.

9.10 FAILURE TO RETURN:

A unit member who has been granted a leave of absence and who for any reason fails to return to work at the expiration of the leave shall be considered to have resigned, except and unless the unit member, prior to the expiration of the leave, has furnished evidence of inability to return to work by reason of illness, physical disability, or other legitimate reason beyond the individual's control. Provisions of this paragraph shall not apply if, prior to the expiration of the leave, the Board has taken action to extend the leave, or has granted the unit member another leave.

9.11 RETURN FROM LEAVE:

A unit member returning from Association Leave in 9.7.1, Sick Leave in 8.1, and Parental Leave in 9.2 and 9.3.3 shall be returned to the same building they had when the leave began and the same position with the unit member's full knowledge that schedule and assignment of the position may be adjusted based on the needs of the curriculum, subject to the following conditions:

1. They submit a written statement to the District promising to return to their same building by a specific date within one (1) year of beginning the leave.
2. The District is able to find a qualified teacher under the terms of Section 9.12 to fill the position for the leave period.
3. If the unit member takes leave beyond one (1) year, then the unit member's rights in Section 9.11 are terminated.
4. The unit member's rights in Section 9.11 are subject to the terms of Section 12.12 on reduction in force and recall.

5. The District notifies the unit member before the leave is granted that the unit member's return to work position cannot be at the same building or position because a staff reduction is contemplated and subsequently occurs.

#### 9.12 TEMPORARY UNIT MEMBER:

The District may hire a temporary unit member as provided in Section 1.1.6 or to fill a vacant position created by another unit member's leave taken under the terms of Sections 9.11 and 9.3.1.d or voluntarily transfer a unit member to fill this vacant position. The District may also hire, for the remainder of a school year, a temporary unit member to fill a vacant position created by a retirement, resignation or termination if the vacancy has occurred on or after the first day of classes.

A temporary unit member hired solely for the purpose of filling a vacancy created by a leave listed in Section 9.11, or a personal leave in Section 9.3.1.d, may be hired only for the term of the study, parental, medical or personal.

A temporary unit member hired solely for the purpose of filling a vacancy created by a retirement, resignation or termination, may be hired only for the balance of the school year.

### ARTICLE 10 – WORK SCHEDULE

#### 10.1 UNIT MEMBERS' WORKDAY:

Building Administrators will provide all unit members the opportunity to collaborate on decisions involving the work schedule issues in this Article. For purposes of salary computation, the workday shall be fixed at eight (8) hours.

##### 10.1.1 THE PROFESSIONAL DAY: For purposes of fulfilling professional responsibilities associated with teaching, an eight (8) hour workday will be flexible, and will be guided by these principles:

- a. Unit members recognize that their responsibility to students requires the performance of duties involving the expenditure of time beyond that of the student day, and shall be available for student and/or parent consultation, as well as other professional activities and responsibilities.
  1. On those occasions when unit members will not be available immediately after the student day, they will notify the building office personnel.
  2. It is not the intent of this article to require unit members to work beyond an eight (8) hour day.
- b. Unit members will schedule regular times when they will be available, and will communicate these hours to their students and parents in a timely manner.
  1. Unit members will make reasonable efforts to adjust their hours in order to be available to students and parents as necessary.
  2. Bargaining unit members will provide written notification to the building principal of their established hours of availability.

##### 10.1.2 FACULTY MEETINGS: Building staffs will collaborate with the building administration to set a yearly schedule (including dates and times) of staff meetings. Members may be excused from a meeting for good cause and by prior approval of the administrator. Consideration will be given to mandatory online trainings and teacher evaluation goal planning. It is not the intent of this Section to require unit members to work beyond an eight (8) hour day. Administrators and staffs are encouraged to regularly schedule no more than two (2) staff meetings per month.

##### 10.1.3 OTHER MEETINGS: Department, Team, Grade Level, Staff Development, and other professional meetings shall be scheduled (including beginning and ending times) as needed by participating unit members in collaboration with the building principal. Effective second semester 2025, unit members will not be required to attend more than eight (8) meetings per month, including faculty meetings under

Article 10.1.2, IEP meetings, 504 meetings, safety meetings, and behavior support meetings, and meetings associated with leadership plan (Article 5) do not count towards the eight (8) meetings. The District may not schedule more than two (2) meetings per week under this section (including Faculty Meetings under Article 10.1.2). On that day, it is not the intent of this section to require unit members to work beyond an eight (8) hour day. Other meetings will not be scheduled during the weeks in which grading, conference, and progress report days are designated on the adopted school year calendar. In addition, meetings will not be scheduled during the one-hour uninterrupted elementary continuous preparation time (Section 10.1.5.c). The intent of this Section is not to preclude individuals or team members from voluntarily meeting/planning together on the aforementioned days or preparation time. During such informal voluntary meetings, decisions affecting unit members will not be made.

- a. The District and Association recognize that meetings are a regular part of the special education bargaining unit member's day. These commitments will be considered when special education unit members build their schedules (including student contract meetings, preparation time, and itinerant teacher travel time).

10.1.4 PROGRAM COMMUNICATION: Communication on educational offerings of the District schools will generally be established collaboratively by the administration and unit members at each site.

With parental input, unit members and the administration at each site will determine how to spend their time and talent to involve the public in their programs. Decisions, for example, on Open House, Curriculum Meetings, Group Conferences, the building-wide scheduling of Individual Conferences, or other communication-related programs will be co-determined by the administration and the staff.

10.1.5 PREPARATION TIME: All unit members shall be provided at least one period of preparation time during their work day.

- a. Unit members shall not be assigned to supervise or instruct students during their preparation time.
- b. Middle and high school unit members shall be guaranteed a preparation period during the instructional day. The total amount of preparation time over the course of a full work week will total no less than four-hundred and twenty (420) minutes. No daily portion shall be smaller than twenty-five (25) continuous minutes in length.
- c. Elementary unit members shall have at least four-hundred and twenty (420) minutes of preparation per week, including one 60-minute block of uninterrupted preparation time. Administration will not schedule meetings during this hour of preparation time. No daily portion shall be smaller than twenty (20) continuous minutes. Every effort will be made to make the daily preparation time thirty (30) continuous minutes in length.

These four-hundred and twenty (420) minutes will include at least one-hundred and fifty (150) minutes of preparation time during the student work day each week in blocks of not less than thirty (30) minutes, which time will generally be used for individual planning and/or collaboration at the member's discretion.

Elementary SSD members will have two-hundred and seventy (270) minutes of preparation time per week outside the student day including one 60-minute block of uninterrupted preparation time in which no meetings will be scheduled, in addition to the case management time in Article 13.7.7.

- d. When an administrator initiates and assigns unit members to work during their preparation period, they are paid at their prorated per diem rate.
- e. Part-time members will receive pro-rated amounts of preparation time consistent with their FTE.

10.1.6 COVERING UNFILLED ABSENCES AND VACANT POSITIONS:

- a. The District and Association agree that fully staffed schools and programs are in the best interest of students. When current staff are needed to cover unfilled absences or vacant positions, the following will occur:

1. Article 10.1.5.d will apply.
  2. On the nineteenth (19th) and subsequent hours a unit member is assigned to cover an unfilled absence within the same school year, all hours worked covering the absence not covered by 10.1.5.d will be compensated at the equivalent sub rate per hour. Educators and administrators are responsible for tracking the qualifying hours for this provision and submitting qualifying time to their administrator and human resources.
  3. With pre-approval from their administrator, unit members assigned additional duties above their regular assignment to cover vacant positions will be compensated at the hourly per diem rate for all hours worked covering the vacancy including hours during the workday, and outside of the workday. Unit members must submit a written accounting of the hours worked to their administrator to receive the additional compensation.
  4. For Nurses, School Psychologists, Speech Language Pathologists, Motor Team, and other SSD specialists, the District will confer with unit members in making decisions about coverage assignments for schools, including efforts to equalize the distribution of student needs. This will occur at least twice in each school year.
- 10.1.7 MORNING BREAK: District will make every effort to schedule a fifteen (15) minute break for every unit member every morning. In no case will the bargaining unit member be required to supervise students during the break.
- 10.1.8 KINDERGARTEN EA TIME: The District will allocate the budgeted time for kindergarten Educational Assistants (EAs) only to kindergarten sessions.
- 10.1.9 ELEMENTARY CONFERENCES: Elementary school principals will collaborate with the school's unit members before deciding when and how to conduct all-school parent conferences. Elementary school unit members who participate in all-school parent conferences after 4:00 p.m. will be compensated with an equal amount of workday hours off. If an elementary school unit member has greater than twenty-eight (28) students for the all-school parent conference, they will be compensated for one half (1/2) day at their per diem rate.
- 10.1.10 ELEMENTARY BLENDS: An elementary general education classroom teacher who has been assigned and is expecting to teach a single grade level, and who receives notice on or after August 1 that the District is now requiring the teacher to teach a blended classroom of two grade levels, is entitled to a stipend of two percent (2%). This stipend is not available to teachers assigned to teach a blended classroom prior to August 1 or to teachers hired into the blended classroom assignment on or after August 1.
- 10.1.11 SECONDARY SCHOOL CONFERENCES: Secondary school principals will collaborate with the school's unit members before deciding when and how to conduct all-school parent conferences. Secondary school unit members who participate in all-school parent conferences after 4:00 p.m. will be compensated with an equal amount of workday hours off.

## 10.2 WORK YEAR AND SCHEDULE:

The Board shall adopt a school calendar of one-hundred ninety-one (191) contract days which includes two teacher planning days. One of these planning days will be scheduled as the first day of the scheduled work year. The second day will be scheduled in two separate four-hour blocks during the pre-service period.

- 10.2.1 Five (5) paid holidays shall be Labor Day, Veteran's Day, Thanksgiving Day, Martin Luther King Day and Memorial Day. In the event the work year includes Juneteenth and at least one workday occurs following Juneteenth, it will be added as a paid holiday.
- 10.2.2 If any of these holidays fall on a Sunday, the holiday shall be observed on the following Monday. If the holiday falls on Saturday, the holiday shall be observed on the preceding Friday. Part-time unit members shall receive holiday compensation on a pro-rata basis. As needed, their regularly scheduled hours will be adjusted in order to assure appropriate pro-rata holiday compensation and scheduled hours.

10.2.3 Unpaid vacations shall be continuous blocks of time, excluding Saturdays, Sundays, and holidays. The work year shall include:

- a. Thanksgiving unpaid vacation shall be at least one (1) day.
- b. The length of winter unpaid vacation shall be determined by the procedure outlined in Section 10.2.4.
- c. Presidents' Day is an unpaid day that may be designated by the District as a hazardous weather makeup day.
- d. Spring unpaid vacation shall be at least five (5) days.

10.2.4 Procedures for Association involvement in the development of a school district calendar:

- a. The District shall present the proposed school calendar to the Association at least forty-five (45) calendar days prior to the Board's consideration of the proposed calendar; provided however that if calendar modifications are necessitated due to school closures caused by emergency conditions, proposed revisions will be presented to the Association and the forty-five (45) calendar day notice shall not apply. During the forty-five (45) day period, the District will provide responses to Association feedback within (4) four regular work days of receipt. The Superintendent or designee will attempt to resolve any differences regarding the calendar.
- b. In the event of disagreement between the Association and the Superintendent, the Association may present its calendar with appropriate rationale directly to the Board for consideration.
- c. If the Board rejects any of the Association's recommendations, the Chairperson of the Board shall notify the Association in writing of the reason(s) for the rejection.
- d. The District shall give the Association at least forty (40) days notice prior to the District's proposed calendar change for specific unit members. The District and Association shall collaborate in addressing any difference on a proposed calendar change.
- e. In the event of an unresolved issue on a proposed calendar change for specific unit members, the Association, within the forty (40) days notice, may present its desired calendar with appropriate rationale to the Superintendent for review and a final calendar decision.
- f. The process outlined in a-e above shall be used to establish a standard schedule, by level, which shall include either student early release or late start, and may include full day release.
  1. The calendar(s) and standard schedules approved by the Board for each level will meet or exceed the minimum hours of student instructional time established in Oregon Administrative Rules, with crediting of hours for recess, parent-teacher conferences, or professional development as determined by the Board in its sole discretion.
  2. The District standard schedules will not increase the instructional hours of teachers at any level, annualized over the year, beyond 920 hours for grades K-5, 945 hours for grades 6-8, and 1,012 hours for grades 9-12, unless: (a) the Association gives its written consent or (b) it is necessary to meet state minimum hour requirements.
  3. The Board shall adopt the schedule upon recommendation of the Superintendent.

10.2.5 With the mutual written agreement of the District and a counselor, nurse, or SSD member, the days in the work year may be arranged to include more summer days and fewer regular school-year days so long as the total remains the same as other members are assigned. The member will collaborate with their administrator to select which regular school days will be substituted for summer days already worked.

### 10.3 EMERGENCY SCHOOL CLOSURES:

Whenever hazardous weather forces school closures for students, the Superintendent will notify unit members regarding whether they must report for duty by following the same procedures they use to notify students and parents of the emergency school closure. When hazardous weather conditions make it imprudent for a reasonable



person to travel to the unit member's assigned school, the unit member should notify the principal or immediate supervisor immediately. This shall be District-wide policy.

Individuals not in attendance will have the option of using a personal leave day, vacation time if they are entitled to such a benefit, or they may take unpaid personal leave. The provision will not be applied when there is an emergency school closure for unit members as well as students.

#### 10.4 EXTENDED CONTRACT FOR STANDARDS-BASED FORMATIVE ASSESSMENTS:

The District will annually allocate a pool of thirty thousand dollars (\$30,000) to compensate members for creating standards-based formative assessments. Each unit member with assessment responsibilities in or connected to state-tested subject areas will be provided up to six (6) hours additional compensation at the per diem rate for additional work outside the member's workday creating formative assessments aligned to state standards. Such work will be completed after collaborating with the building administrator. Upon an administrator's request, members will provide the assessment(s) created to be included in a bank of assessments accessible to other members. If funding requests exceed the pool, compensation will be prorated. It is the member's responsibility to complete the District-provided form and submit it to Human Resources by May 1.

#### 10.5 STAFF DEVELOPMENT AND PROFESSIONAL PLANNING DAYS:

10.5.1 The District may require unit members to participate in mandatory staff development provided it is during the workday unless the workday is designated as a teacher planning day by the terms of this Agreement.

10.5.2 If unit members voluntarily participate in paid staff development outside paid contract time, they will be paid at a daily rate of \$328 (for eight [8] hours) or an hourly rate of \$41.00.

10.5.3 The work year shall include a unit member professional planning day as the first day of the scheduled work year.

10.5.4 The academic year includes two professional development/ planning days. On those days, the District will provide full-time members with at least two (2) hours of uninterrupted preparation time on site. The preceding will be prorated for part-time employees.

#### 10.6 SPLIT-SHIFT SCHEDULE:

Part-time unit members will not be required to work a split-shift schedule. A split-shift schedule is when a unit member's work day schedule is split by any unpaid time that exceeds a total of 45 minutes at a single school. A unit member who volunteers to work a split-shift schedule at a single school will be paid a .065 FTE stipend. This stipend will be included as salary compensation and will be considered as such in determining all benefits. The District will inform the Association of all positions that will include a split-shift prior to posting and at the conclusion of the displacement process in September.

#### 10.7 PART-TIME FTE CALCULATION:

Part-time unit member FTE will be calculated as follows: assigned weekly student instructional minutes divided by assigned weekly student instructional minutes of a similar 1.0 FTE assignment at the same site. The resultant number will be rounded up to the hundredth place.

By October 15 and March 15 of each school year, the District will report to JCAC any current FTE assignments that are 0.45 – 0.49.

#### 10.8 EXTENDED WORK YEAR:

10.8.1 School psychologists, special education consultants, special education teachers, speech language pathologists, and nurses shall have a work year of 194 days. The additional days will be scheduled immediately before the contract year unless the member and administration mutually agree otherwise, and will be paid at the per diem rate.

10.8.2 Each comprehensive high school will be allocated seven (7) additional days per counselor for work beyond the school year. Each middle school will be allocated five (5) additional days per counselor for

work beyond the school year. Each middle and high school media specialist/teacher librarian has up to 15 additional days allocated to work beyond the school year. Each Elementary Media Specialist/Teacher Librarian has eight (8) additional days allocated for work beyond the school year, and two (2) additional days for each additional building assigned. All additional work days under this section must be scheduled in advance with the building administrator. Additional days will be paid at the member's per diem rate and will be prorated based on FTE.

- 10.8.3 Summer professional development may be required during the three days immediately prior to the work year. When required, notice will be provided to affected members and the Association by spring break, or to new hires at the time of hire. Any member who has a legitimate pre-scheduled conflict will be excused from this assignment upon notice to their administrator. Members in attendance shall be paid at the per diem rate.
- 10.8.4 English Language Development ("ELD") teachers have one (1) additional day allocated for work outside the school year. The additional days will be scheduled immediately before the contract year unless the member and administration mutually agree otherwise, and will be placed at the per diem rate.

## **ARTICLE 11 – POSTING, DISPLACEMENT, AND TRANSFER**

### **11.1 POSTING:**

- 11.1.1 Postings for the following school year shall begin with a job expo for qualified bargaining unit members. The District shall post all known vacancies in accordance with this article.
- 11.1.2 Bargaining unit positions in the District Student Services Department (SSD) can be posted in an exclusive three-week posting session with a different beginning and ending date.
- 11.1.3 During the job expo, the District shall post all known vacancies for exclusive application by qualified bargaining unit members via email to all members.

Positions known to be vacant for the subsequent school year but not posted until after the job expo remain subject to all provisions of Article 11.1, including an initial exclusive five (5) day posting period for qualified bargaining unit members.
- 11.1.4 For all postings, "qualified bargaining unit members" are defined as applicants who meet the posted position requirements who have contract status or probationary status, except for temporary bargaining unit members whose temporary assignment started after November 1 of that school year. Qualified bargaining unit members will also include any temporary member assigned after November 1 to a demonstrated difficult to fill position. The Association and the District will jointly identify such positions.
- 11.1.5 Except during the job expo all job posting notices shall:
  - a. Include the requirements for the position(s) and the posting date.
  - b. Be posted on the District's web page.
  - c. Be posted for a minimum of five working days during the school year and five week days exclusive of July 4 after the school year through July 31.
- 11.1.6 An electronic copy of every job posting shall be available to the Association and to unit members via the District's website.
- 11.1.7 Except for vacancies posted during the job expo, no vacancy posted during the school year shall be filled until five (5) working days after the posting of the vacancy. After the last day of the contract year and until July 31, no posting shall be filled until five (5) weekdays (excluding weekends and holidays) after the posting of the vacancy.

- 11.1.8 Qualified bargaining unit members who wish to apply for a posted position must submit the electronic application provided by the Human Resources Department.
- a. The Human Resources Department will determine qualified unit members by screening applicants to determine that they meet the posted position requirements.
    1. Applicants who submitted comprehensive applications through the online application system and who do not meet posted requirements will be notified.
    2. Qualified applicants with contract or third year probationary status who meet posted requirements will be interviewed; first and second year probationary teachers, temporary teachers, and unit members without a TSPC license may be interviewed.
  - b. Vacancies posted during the job expo shall be filled by a qualified bargaining unit member applicant provided that at least two (2) qualified unit members are available for the position at the time the vacancy is filled.
  - c. After the job expo, the District will have the sole discretion to select any qualified applicant, without regard to bargaining unit membership, to fill a posted position (unfilled or newly vacant position) for the subsequent school year.
  - d. Except during the job expo, as soon as a decision is made on a finalist for a position, all applicants shall be notified.

11.1.9 A school identified by the superintendent as “targeted” may post positions prior to the job expo.

Bargaining unit members who would prefer not to remain at a newly targeted school may request a transfer and will be treated according to the process already in place for dealing with transfers resulting from school closures. Acceptance of any transfer is subject to the unit member’s approval.

## 11.2 DISPLACEMENT:

- 11.2.1 The District can displace a unit member to another building for these reasons: loss of building FTE, program need, curriculum changes or reduction in student enrollment. The District's decision to displace a member and use of these reasons shall not be an arbitrary or capricious decision or use.
- 11.2.2 A unit member who believes that their displacement violates the terms of Section 11.2.1 may appeal their displacement to a review panel, made up of two (2) members each, appointed by the District and Association. The District shall have the burden of proving the displacement decision and use of the reasons were not arbitrary or capricious. If the panel is not able to reach a consensus decision, the Superintendent shall make a final decision. The exclusive remedy for a ruling in favor of the member shall be the member's right to apply Section 11.5.4 below or, if timely, the right to return to the building position from which they were displaced.
- 11.2.3 Prior to the beginning of the job expo, unit members who will be partially or fully displaced from their current worksite/building will be notified about their displacement.
- 11.2.4 During the job expo displaced unit members will be given the opportunity to interview for vacancies within matching areas of licensure and qualifications, and if not selected through the interview process will be placed by Human Resources in accordance with the displaced member’s full or part-time rights. Unit member preferences will be considered a high priority.
- a. Once qualified displaced unit members have been offered positions within area(s) of licensure, other vacancies in this/these area(s) of licensure will be posted. Up to and including August 1 of each school year, if a position becomes open at the site from which a unit member was displaced and the position is substantially the same as the position from which the unit member was displaced, the unit member will be given the option of returning to that position.
- If a position that is not substantially the same becomes open at the original site, and the unit member is licensed and qualified, the unit member may express an interest in filling that position.

However, such an arrangement must be mutually agreed upon by the unit member, the administrator at the site, and (if applicable) the member's new administrator.

11.3 PART-TIME TEACHERS MOVING TO FULL TIME:

- 11.3.1 The District will facilitate the process by which part-time contract unit members can move to full-time employment by notifying such members of the job expo at least one week prior to the job expo.
- 11.3.2 The FTE of a part-time member may be increased to full-time for the following school year for the purpose of the assignment (FOPA). In this circumstance, the member retains part-time job rights only. If the part-time member remains in a full-time position for the second consecutive year, the employee's status changes to full-time.

11.4 VOLUNTARY TRANSFER:

- 11.4.1 Voluntary transfers may occur under the following conditions:
  - a. Two qualified unit members may express an interest in trading positions and worksites. To initiate a position trade, the involved unit members must:
    - 1. Receive the approval of the supervising administrators at the respective worksites.
    - 2. Send written notice to the Human Resources Department, which includes the names of the unit members, their respective teacher licensure, the worksites involved in the trade, and a description of the specific assignments.
    - 3. Position trades must have the approval of the Human Resources Department.

11.5 INVOLUNTARY TRANSFER

- 11.5.1 An involuntary transfer will be made only after a meeting between the transferee, the administrator recommending the transfer, and a witness of the unit member's choice, at which time the specific reason(s) for the transfer will be presented in writing.
- 11.5.2 Notice of involuntary transfer shall be given as soon as the decision to transfer is made by the District.
- 11.5.3 A unit member's involuntary transfer from one building to another shall only be made after all possibilities of a voluntary transfer as described in sections 11.1 and 11.4 have been exhausted, except when the member is transferred involuntarily for unsatisfactory performance, then sections 11.5.1, 11.5.2, and 11.5.4 do not apply.
- 11.5.4 Any contract unit member who is in a position to which they were involuntarily transferred during the past school year shall be given priority consideration for any vacancy posted on or before June 1 for which they apply and meet the posted position requirements. Provisions of this paragraph shall not apply in those circumstances where a unit member is applying to transfer to the building from which they were involuntarily transferred.

11.6 TRANSFER STIPEND FUND:

The District shall budget fifteen thousand dollars (\$15,000.00) annually to be used to promote and assist unit members to change teaching positions. The Director of Human Resources or their designee shall consult with the Association on expenditure of this fund.

## **ARTICLE 12 – RIGHTS OF PROFESSIONAL UNIT MEMBERS**

12.1 SUSPENSION:

Any suspension of a contract or probationary professional unit member pending the District's initiation of the contract unit member's dismissal or reinstatement or the probationary unit member's discharge or reinstatement, shall be with pay.

## 12.2 STUDENT TEACHING PROGRAM:

Unit members may indicate in writing or verbally a willingness to participate in a student teaching program, but if an insufficient number of qualified unit members indicate a willingness to participate in the program, the District may request unit members volunteer for the program.

## 12.3 GRADING OF STUDENTS:

Within the framework of statewide and District standards, the unit member shall maintain the exclusive right and responsibility to determine grades and other evaluations of students relating to their classroom performance. No grade or evaluation given by the unit member shall be changed without the approval of the unit member, unless the student, parent(s), or legal guardian(s) file an appeal with the building principal.

12.3.1 Appeals shall be heard by a review panel consisting of the unit member, building principal, and a third member who shall act as chairperson, appointed by the other two.

12.3.2 The panel may change the grade, establish additional requirements, or refuse the appeal.

12.3.3 The review panel's decision shall be final and binding.

12.3.4 If the unit member has left the District or otherwise is unavailable, the Association shall appoint a unit member as a representative.

12.3.5 All academic credit awarded by District employees or their designees must only be done by TSPC licensed District employees.

## 12.4 PERSONAL LIFE:

The Board recognizes that the personal life of a unit member is not an appropriate concern of the Board or of the administrative staff, except as it affects the unit member's work performance, student relationships, the regular operation of the school, or except as it may impinge on statutory responsibilities of the Board.

## 12.5 ACADEMIC FREEDOM:

The District and the Association agree that academic freedom is essential to the fulfillment of the purpose of the District, and they acknowledge the fundamental need to protect unit members from any censorship or restraint that might interfere with their obligation to pursue truth in the performance of their teaching functions.

Accordingly, they agree as follows:

12.5.1 Controversial Material: Unit members shall be guaranteed full freedom in classroom presentations and discussions and may introduce politically, religiously, or otherwise controversial material, provided only that said material is relevant to the course content and is not disruptive to the educational process.

12.5.2 Personal Opinion: In performing their teaching function, unit members shall be guaranteed full freedom in expressing their personal opinions on all matters relevant to the course content provided when they do they shall indicate that they are speaking personally and not on behalf of the school, its administration, or the District.

## 12.6 JUST CAUSE:

12.6.1 No unit member shall be reprimanded in writing, suspended without pay, or reduced in rank or compensation without just cause.

12.6.2 Termination of a unit member's extra duty assignment may be appealed through the grievance procedure only to the Board for final determination.

12.6.3 A non-renewed or dismissed probationary unit member shall be entitled to a hearing before the school board.

12.6.4 During the third year of employment, a probationary unit member may appeal to binding arbitration, a claim that there was during the third year a substantial procedural violation of the then existing evaluation procedure established by the Board.

- 12.6.5 Any unit member employed in a position that does not require a TSPC license who has been employed by the District for a period of not fewer than three (3) successive years and who has been reelected by the District after the completion of such three (3) year period the next succeeding school year shall only be dismissed with just cause.
- 12.6.6 The specific reasons forming the basis for termination will be made available to the unit member on request.
- 12.6.7 The District has the burden of proving a recommendation for dismissal of a contract unit member is not arbitrary at the hearing before the school board, if the unit member chooses to have a school board hearing as provided by the dismissal law for contract teachers.
- 12.7 DISMISSAL APPEAL FOR CONTRACT UNIT MEMBERS:
- Contract unit members have the right to appeal a dismissal or non-extension to the Fair Dismissal Appeals Board pursuant to state law, ORS 342.805 to ORS 342.910
- 12.8 REQUIRED MEETINGS OR HEARINGS:
- Whenever any unit member is required to appear before the Superintendent, Board, or any committee or member thereof about matters which are covered by the Fair Dismissal Law or the just cause provision of this Agreement, the unit member shall be given prior written notice of the specific reason(s) for the meeting or interview and shall be entitled to be represented by a person of their choice to provide advice during the meeting or interview. Any administrative leave by the District of a professional unit member pending charges shall be with pay.
- 12.9 CRITICISM OF UNIT MEMBERS:
- 12.9.1 Any criticism by a supervisor, administrator, or Board member of a unit member and their job performance shall be made in confidence to the unit member and not in the presence of students, other unit members, or parents.
- 12.9.2 The Association agrees to urge its membership to apply the same standard to unit member criticism of the Superintendent, District administrators, Board members, and fellow unit members. The intent of this clause is not to stifle the evaluation process or to hinder the resolution of classroom problems.
- 12.9.3 Bargaining unit members shall be given timely notice of any parent or student complaint about a bargaining unit member's performance before the complaint can be used in the evaluation of a bargaining unit member's performance evaluation or discipline.
- 12.10 COMPLAINTS ABOUT UNIT MEMBERS:
- 12.10.1 Use of Unproven Complaints--When the District administration investigates, evaluates, or criticizes a unit member's conduct for alleged child abuse as defined by ORS 419B.005, or sexual harassment of students in violation of District policy, in any manner other than as described in Article 12.6.1, Just Cause, whether in the form of a directive or otherwise, and record thereof appears in the personnel file, the investigative results, evaluation or criticism shall not be admissible in any subsequent disciplinary proceeding against the unit member, except for the sole purpose of establishing that the unit member was on notice of the impropriety of such or similar conduct.
- 12.10.2 Notice Provisions--If any student or parent complaint is not shared with the employee within eighteen (18) months of the event complained of, the District cannot use the complaint in any disciplinary action.
- If the complaint is shared with the employee and no disciplinary action is taken within 120 days of the complaint, the complaint cannot be used, except that any directive issued as a result of the complaint may be used only as prior notice of unacceptable conduct. The timelines in this section do not limit the right of the District to investigate and take disciplinary action for complaints associated with alleged boundary violations, sexual misconduct, abuse and/or violence.

## 12.11 NONDISCRIMINATION:

The provisions of this Agreement shall be applied equally to all unit members in compliance with the applicable law against discrimination as to race, color, creed, sexual orientation, national origin, age, sex, marital status, disability, gender identity, religion, or other legally protected status. Any member who alleges discrimination under this Article shall have the right to seek resolution through the applicable District complaint procedure, as further provided in District policy and administrative rule. A complainant may choose to have Association representation during the complaint process. Based on the availability of District complaint procedures and legal remedies, Article 3 contract grievance procedures do not apply.

## 12.12 REDUCTION AND RECALL OF STAFF:

12.12.1 REDUCTION: Contract and probationary unit members shall be released in inverse order of their length of current continuous service with the District. Full-time contract and probationary unit members assigned to positions that are not covered by ORS 342.845 shall not be employed on a part-time basis without their consent except under the terms of Section 12.12. Consideration shall be given to licensure.

- a. When two or more unit members are equally qualified by licensure and seniority, preference shall be determined by the following:
  - Special qualifications
  - Relevant experience outside the District
  - District program requirements
  - Affirmative Action goals
  - Increased level of training
- b. A contract unit member who would otherwise be laid off under this Section shall have the right to displace a probationary unit member whose assignment the contract unit member is licensed and/or qualified to perform.
- c. The provisions of ORS 342.934 shall be strictly complied with and all other provisions of this article are expressly made subordinate to the District's compliance with the requirements of ORS 342.934.

12.12.2 REASSIGNMENT: Subsequent to any Board action to eliminate positions in accordance with Section 12.12.1 of this Agreement and ORS 342.934, the following shall apply:

- a. Any position(s) that has been posted at the time of the Board action to eliminate positions will be filled in accordance with Contract Article 11.
- b. Notwithstanding "a" above, the requirements of Article 11 do not apply for twenty (20) calendar days following the reduction-in-force action or until the Human Resources Office has completed reassignment of unit members to positions created by the reduction-in-force, whichever occurs first.
- c. If a vacancy(ies) created by retirement or leave(s) occurs within the twenty (20) calendar days referred to in "b" above, it/they may be used for unit member reassignments without following the requirements of Article 11.
- d. Any positions not filled with reassigned unit members within such twenty (20) days will be filled in accordance with Article 11.
- e. Any reassigned teacher has the option of immediately applying under Article 11 for voluntary transfer to a different position.

12.12.3 RECALL: When any contract or probationary unit member is released, the District will recall contract and probationary unit members in inverse order of their release, with consideration being given to the same criteria as set forth in the foregoing reduction provision.

- a. The right to be recalled shall continue for twenty-seven (27) months following the unit member's last District duty day unless the unit member has resigned in writing earlier.

- b. Laid off members shall be responsible for notifying Human Resources of a telephone number and email address through which they can be reached. Any laid off member may provide Human Resources written authorization designating another person as their exclusive representative to accept or reject an offer for a position on the member's behalf. Laid off members, or designee thereof, will be contacted by telephone/ voicemail and email to be offered a position, and shall respond within seventy-two (72) hours following the email. The District will assume its offer for a position is rejected if: (1) the laid off member does not respond within 72 hours of the email from the District; (2) the member responds and declines; or (3) the District cannot reach the member at their last known email.

A laid off full-time member who rejects an offer of a full-time position will lose all recall rights and thereafter will be considered only as a new hire. A laid off part-time member who rejects an offer of a part-time position will lose all recall rights. However a member who fails to respond to the District's offer for a position within 72 hours will not lose all recall rights but will have one final opportunity to be placed back on the recall list.

Members who accept a position will report for work within seven (7) days, unless: (1) such member is under contract with another school district and is unable to obtain a release from the 60-day notice, in which case the member will have up to 60 days to report, or (2) reporting within seven (7) days will present undue hardship to the member and the member and District have agreed in writing to an alternate reporting date. A member who fails to report within the timelines herein will lose all recall rights and thereafter will be considered only as a new hire.

## 12.13 SAFE LEARNING ENVIRONMENT

The parties agree that safety and fostering healthy student social-emotional behaviors are important priorities, requiring mutual efforts to ensure a safe learning environment. All staff, including administrators, will share in the responsibility for the well-being of all.

### 12.13.1 Communication: the District will make information about Multi-Tiered Systems of Support (MTSS) readily accessible to all staff, including:

- a. District-wide Student Behavior Support Flowchart
- b. School-specific Student Behavior Support details, including whom to contact for immediate assistance
- c. A standardized Request for Assistance form
- d. Standardized documentation systems for work environments referenced in Article 7.4.d, referrals and room clears.

### 12.13.2 Options for Student Support: in situations where student behavior poses a significant safety concern and documentation is available as to the specific behavior of concern (such as intensity, frequency, and interventions provided) - options for support will be made available. For students receiving Special Education services, any changes remain subject to IEP process requirements. The intent of this provision is to provide support to the classroom and not a means for evaluating teachers. Options may include, but are not limited to:

- a. Instructional support in the form of behavioral and intervention strategies;
- b. Support for parent/family or guardian as appropriate;
- c. Support from a 4J behavior specialist;
- d. Short-term educational assistant assigned to the particular situation for data collection and/or implementation of school-created student plans;
- e. Assignment of itinerant educational assistants to meet urgent needs.



12.13.3 Training: the District will provide training to facilitate a safe learning environment. Options may include, but are not limited to:

- a. Providing site-specific trainings for staff on maintaining a safe school environment.
- b. Providing professional development time before the first student day designed to update staff on district and school-specific MTSS systems, including review of Policy JGAB (Restraint/Seclusion), district and school specific Student Support Flowcharts and procedures for documentation and how to request support.

#### 12.14 STUDENT DISCIPLINE PROCEDURE:

The District will provide each unit member with a written student discipline procedure at the beginning of each school year. This procedure will specify the rights, duties, and responsibilities of unit members in the student discipline procedure.

#### 12.15 WORK LOAD:

The purpose of this Section is to achieve an equitable work load distribution by providing an orderly procedure for individual unit member's work load complaints to be processed through a Workload Committee to the Superintendent for a final decision.

12.15.1 UNIT MEMBER PARTICIPATION: A Workload Committee shall have the responsibility to review work load complaints and to recommend solutions to work load problems.

- a. The committee shall consist of two (2) unit members and two (2) administrators. The unit members shall be appointed by the Association and the administrators by the District.
- b. If the unit member believes the inequity is not resolved after the meeting with the principal, then they must submit a written statement describing the workload inequity to the principal and the parties shall attempt to reach a solution at the building level. If a solution is reached within ten (10) days, the process ends there.
- c. If the solution of the principal continues to be unacceptable to the unit member, the unit member can submit a statement of the inequity to the Director of Human Resources and the President of the Association and to the Workload Committee.
- d. The Workload Committee will be selected according to Section 12.15.1.a to investigate the problem and recommend a solution to the Superintendent.
- e. The Superintendent shall make the final decision.

12.15.2 LIMITATION: Any state or federal law, rule or regulation including IDEA shall be complied with and given precedence over the Section entitled Workload as outlined above. The above language is further qualified in that it should be interpreted strictly in accordance with ERB's scope of bargaining rulings and will apply only to the extent that such language is a mandatory subject of bargaining under the rulings of the Employment Relations Board.

#### 12.16 PROBATIONARY PERIOD:

A unit member, who at the time of hire has been a contract teacher under Oregon law at any time within the two year period prior to being hired, will have a two year probationary period before being eligible to become a contract teacher under Oregon law.

#### 12.17 PERSONNEL FILE:

A unit member shall be given or mailed a copy of any document before it is used as evidence to support a disciplinary decision.

#### 12.18 PLAN OF ASSISTANCE:

12.18.1 TOLLED GRIEVANCE: A unit member's right to file a grievance while on a plan of assistance is limited by ORS 342.895(5). During the time of this limitation, a unit member who has a basis for filing a

grievance based on the plan of assistance will make every effort to give the District written notice of a possible grievance within ten (10) days of when the unit member could have reasonably known of the basis for the grievance.

12.18.2 PEER ASSISTANCE: The District or the Association may wish to have a joint committee study and make recommendations on the terms and conditions for using peer assistance with a plan of assistance and evaluation. Such a joint committee would commence upon written request by the Association or the District.

12.19 USE OF VIDEO:

The District may use video recording of a bargaining unit member's performance as part of a plan of assistance. The video record, and any evidence of having made a video recording, cannot be used as evidence in a subsequent dismissal hearing without the mutual consent of the unit member and the District.

12.20 PARENT MEETINGS:

A unit member has the right to administrative support at any meeting with a parent if conditions indicate the need for administrative support.

## **ARTICLE 13 – PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT**

13.1 TUITION REIMBURSEMENT:

Unit members shall be reimbursed the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training seminars or other such expenses which a unit member is required and/or requested to take by the Administration.

13.2 DISTRICT INITIATED MEETINGS:

Participation by unit members in local, state, regional and national meetings shall be encouraged. Leaves will be granted without loss of pay for this purpose at the discretion of the Instruction Directors, in conjunction with the recommendations of the building principals. Selection of persons attending such meetings will be based on the needs of the individual, the building, and the District. These leaves are intended to be of short duration (one or two days each) and will be granted only as funds for professional involvement are available.

Attendance for these meetings generally is scheduled at the beginning of the school year, to the extent possible, to ensure equitable distribution among grade levels and subject areas.

13.3 COOPERATING TEACHERS' ACCOUNT:

The District and the Association will jointly plan, negotiate and implement the District's cooperating teachers contract (teacher training program) with the institutions of higher education. The District and the Association shall implement these joint responsibilities by joint committee under the terms of Article 16.

LIAISON COMPENSATION: If the District decides to select unit members to administer the District Cooperative Teacher Program, the unit member(s) shall be compensated under the following terms and conditions. The unit member(s) selected for this position shall be called "Liaison for Cooperating Teacher Program."

Liaison(s) will be selected by the District with input from EEA and will work with a designated District administrator. Liaison(s) will perform the responsibilities of the position during the regular teacher work year. The District is solely responsible for determining the number of Liaison positions. A Liaison position shall be filled under the terms of Section 5.2.1.

Compensation for the Liaison of the District Cooperating Teacher Program will be as follows:

- One liaison will be compensated at .2 FTE or equivalent salary as an extra duty assignment, or
- Two liaisons will be compensated at .1 FTE or equivalent salary as an extra duty assignment

- If an adjustment needs to be made to the FTE based on workload, it will be referred to the JCAC prior to implementation.

#### 13.4 SUBSTITUTES:

District agrees to use licensed and, whenever possible, fully qualified substitutes to replace absent unit members.

13.4.1 A list of all available substitutes detailing their area of specialty and type of license shall be made available to all unit members.

13.4.2 The absent unit member may indicate their preference for a substitute.

#### 13.5 PROFESSIONAL DEVELOPMENT COMMITTEE:

The purpose of the Professional Development Committee shall be to (1) advise the Superintendent or designee on teacher professional development; (2) discuss current issues related to professional development; and (3) make recommendations to the Superintendent, when appropriate, for implementation, action and/or review. The responsibilities of the Professional Development Committee may be performed by the JCAC.

13.5.1 The Committee will be comprised of ten (10) members, five (5) of whom will be appointed by the EEA President and five (5) by the Superintendent or designee.

- There shall be co-chairs, one each designated by the parties.
- The co-chairs shall be responsible for having the committee agree on its operating rules, schedule, and how it will achieve its goal set by the District and Association.

13.5.2 The committee shall meet at least twice annually; once at the beginning of fall term and once at the beginning of spring term.

13.5.3 The committee at the discretion of the Superintendent or designee may initiate other meetings as needed throughout the school year.

13.5.4 The advice and/or decisions of this committee shall not be arbitrable.

#### 13.6 THIRD-PARTY BILLING:

The District will pay for the special license required for third-party billing that is in addition to the unit member's regular license. The District will provide clerical support for the paperwork associated with third-party billing. The District will report on the distribution of the revenue annually in JCAC.

#### 13.7 SPECIAL EDUCATION:

13.7.1 SPECIAL EDUCATION RELEASE TIME, STIPENDS AND IEP POOL: Release days will be provided to the unit members identified in Section 13.7.1 for conducting Individual Education Plan (IEP) meetings and writing IEPs. The release days are to be used for Individual Education Plan (IEP) meetings and writing IEPs.

- Each SSD full time position assigned for instruction of students with disabilities (per IDEA) will receive five (5) days of release time and a stipend equal to two (2) days at their per diem rate. Any less than full time unit members with this primary responsibility will receive a proportional amount of release days based on their FTE and the two-day stipend at their prorated per diem rate.
- Each SSD full time unit member assigned to provide speech and language services will receive three (3) days of release time and a stipend equal to three (3) days at their per diem rate. Any less than full time unit members with this primary responsibility will receive a proportional amount of release days and the three (3) days stipend at their prorated per diem rate.
- The release days are to be used for the above purposes. Unit members scheduling release days shall make all efforts to spread the release days out to avoid program disruption. The use of release days is subject to substitute teacher availability. The release days can be shared only with other unit members at each site for the purpose of attending IEP meetings or completing IEPs. The release time may be converted to the substitute rate.

- d. Each SSD position primarily assigned instructional, related services or consultant/ evaluation responsibilities in the positions of School Psychologists, Special Education Consultants, Autism Consultants, Behavior Consultants, Physical Therapists, Occupational Therapists, Adapted PE Specialists, and Assistive Technology Specialists will receive a stipend equal to two (2) days at their per diem rate.
  - e. Each SSD unit member assigned to a Life Skills teaching position shall receive a stipend equal to 14%. All Life Skills teachers will be required to pass the physical capacities examination prior to employment as a Life Skills teacher in the District.
- 13.7.2 SCHEDULING EXTRA DUTY STIPEND: Each middle and high school will be provided four (4) days a year of extra duty stipend for unit members who are assigned responsibility for scheduling the classes for special education students. The stipend will be paid at the unit member's per diem rate.
- 13.7.3 RELEASE TIME FOR TRANSITION MEETINGS AND IEPs: There will be a twenty (20) day pool of release days for unit members for transition meetings and IEPs. Requests must be approved by an SSD administrator.
- 13.7.4 IEP/504 POOL: The District will annually allocate one-hundred and ninety thousand dollars (\$190,000) for members to receive up to a total of fifteen (15) hours of additional compensation based on their per diem rate for participating in IEP or 504 meetings during scheduled planning days, scheduled preparation time, or outside the member's workday. Meeting time will be accumulated in 15-minute increments and recorded on the IEP/504 log form.
- Any remaining funds will be distributed among all members who submitted hours up to the number of hours that they submitted initially. In the event requests for funding are submitted which exceed the funding pool, compensation will be prorated. It is the bargaining unit member's responsibility to log their time on the District provided form and submit it no later than the second Friday in June to Human Resources. The District will report on the distribution of the pool annually to JCAC by the second meeting in October.
- 13.7.5 ITINERANT SSD STAFF PROFESSIONAL DEVELOPMENT: The District will provide professional development funds to itinerant SSD bargaining unit members equal to one day at the voluntary professional development rate, prorated by the member's FTE. Each occupational group of itinerant SSD unit members determines if the funds will be pooled or used on an individual basis. Upon a group's specific request and plan, the District will carry over unused pooled funds to the following year.
- 13.7.6 EXTENDED WORK: Unit members who are authorized by an SSD administrator to provide special education services outside the standard work-year for unit members will be paid at the unit member's per diem rate.
- 13.7.7 CASE MANAGEMENT: Special Education teachers assigned to a building will receive case management time for the purpose of arranging and completing IEPs, performing required special education activities related to IDEA, and reporting progress. This time is not protected due to the requirements of special education teachers to support students throughout their school days. However, administrators will not assign teachers any non-case management duties during their case management period. Case management time will be allotted as follows:
- a. 30 minutes daily for elementary special education teachers;
  - b. 1 period per day for middle school special education teachers;
  - c. 1 period per day for high school special education teachers and post-high school transition special education teachers;
  - d. For A/B schedules, during one consistent case management period per five (5) day week, in collaboration with building administrators, case managers will address specific school-wide systemic needs related to special education.

13.8 TRAVELING/ITINERANT TEACHERS:

The District will communicate to all administrators at the beginning of each school year the rights and special working conditions for itinerant traveling teachers.

13.9 LICENSED INTERNS:

Licensed interns will be compensated at .75 FTE for a full-time position or equivalent proration. Intern supervisors will be selected with input from the Association. Intern supervisors will be assigned .2 FTE unless the District, after collaborating with the Association, determines that assignment of the .2 FTE will have an adverse program impact, then the District can hire a qualified intern supervisor who is not a member of the Association bargaining unit. This article does not apply to administrative interns.

13.10 ONLINE COURSES AND CURRICULUM:

Before providing online courses or curriculum, the District will notify the Association and will bargain on demand the impacts on working conditions, compensation, and other mandatory subjects pursuant to ORS 243.712.

13.11 NEW EDUCATOR ORIENTATION AND MENTOR PROGRAM:

Newly hired educators attending the District induction orientation program outside the contract year will be paid for all hours of attendance at their per diem rate. Attendance may be required.

The District will create a mentoring program with intentional collaboration between administrative leads (Equity, Human Resources, and Instruction) and the Association.

13.12 NURSES:

Each nurse shall receive a stipend equal to 8%.

## **ARTICLE 14 – ASSOCIATION RIGHTS**

14.1 ASSOCIATION ACCESS TO UNIT MEMBERS AND USE OF FACILITIES:

14.1.1 The District and the Association recognize that Association business should be conducted in an atmosphere that is mutually respectful and does not interfere with the educational process.

14.1.2 The Association may use the District's interschool mail service. Association mail may be placed in unit member mailboxes in the schools by official representatives of the Association. The Association may use District email to communicate with bargaining unit members about collective bargaining, contract maintenance, employment relations disputes, and Association business. Such use is subject to the terms and conditions of the current District Technology Appropriate Use Guidelines and District policies and administrative rules applicable to such use. All Association communications must clearly identify the Association authorship.

14.1.3 The Association will have in each school building the exclusive use of a bulletin board, or space on a bulletin board, in a staff room or similar location.

14.1.4 The Association and its representatives may be present in school buildings, providing there is no interference with the normal school program or activities. The Association may use school rooms and other meeting rooms for Association meetings with members before or after regular building hours and during meal or break periods. Use of meeting rooms shall be cleared through the building principal. The Association will comply with District rules for visitors on District premises.

14.1.5 The Association has the right to meet with new bargaining unit employees within 30 calendar days of their hiring date for Association orientation. During pre-service, the District shall provide the Association with at least sixty (60) minutes to meet with new hires on paid time. After pre-service, the District will provide the Association thirty (30) minutes on a weekly basis to meet with staff newly hired that week on paid time. New employee orientation dates are established by the District.

14.2 OPEN SHOP:

Unit members have the right to join the Association, but membership in the Association shall not be required as a condition of employment.

**ARTICLE 15 – DISTRICT’S RIGHTS AND RESPONSIBILITIES**

15.1 DISTRICT RIGHTS:

It is recognized that the Board has and will continue to retain the rights and responsibilities to operate and manage the school system and its programs, facilities, properties, and activities of its unit members. Except as limited by this Agreement and applicable law, without limiting the generality of the foregoing above, it is expressly recognized that the Board’s rights and responsibilities include:

- 15.1.1 The right to determine location of the schools and other facilities of the school system;
- 15.1.2 The determination of the financial policies of the District;
- 15.1.3 The determination of the management, supervisory or administrative organization of each facility in the system and the selection of unit members for promotion to supervisory, management, or administrative positions;
- 15.1.4 The maintenance of discipline and control and use of school system property and facilities;
- 15.1.5 The determination of safety, health, and property protection measures;
- 15.1.6 The enforcement of rules and regulations now in effect and the establishment of new rules and regulations from time to time;
- 15.1.7 The direction and arrangement of all the working forces in the system, including hiring, suspending, discharging, disciplining or transferring unit members and maintaining files to carry out this function;
- 15.1.8 Relieving unit members from duty for poor or unacceptable work or for other legitimate reasons;
- 15.1.9 Creation, combination, modification or elimination of any teaching position;
- 15.1.10 The determination of the size of the working force, the allocation and assignment of work to unit members;
- 15.1.11 The determination of policies affecting the selection of unit members, and the establishment of quality standards and judgment of unit member performance;
- 15.1.12 The layout of the equipment to be used and the right to plan, direct, and control school activities;
- 15.1.13 The determination of the processes, techniques, methods and means of teaching and the subjects to be taught;
- 15.1.14 The establishment of hours of employment;
- 15.1.15 The determination of the time, days, and manner of payment;
- 15.1.16 The scheduling of classes and assignments of work loads;
- 15.1.17 Selection of textbooks, teaching aids and materials; and
- 15.1.18 Assignment for all programs of an extracurricular nature.

## ARTICLE 16 – JOINT COMMITTEES

16.1 Whenever the parties agree to create a joint committee by reference to this article, the joint committee's authority, composition, and procedure shall be as described in this article.

16.1.1 The committee shall be comprised of equal numbers of representatives appointed by the District and the Association. The parties in addition may each appoint one nonvoting member of a committee.

a. There shall be co-chairs, one each designated by the parties.

b. The co-chairs shall be responsible for having the committee agree on its operating rules, schedule, and how it will achieve its goal set by the District and Association.

c. The District and the Association shall provide assistance on effective committee procedure and process upon request.

d. Decisions shall be by consensus and if consensus is not possible the District and the Association shall intervene.

16.1.2 The District and the Association shall provide the committee a written statement of the committee's goal, operating timeline, and resources available to it before the committee's first meeting.

16.1.3 The District shall provide eighty-five (85) days of paid leave with a District paid substitute for unit members' participation in joint committee responsibilities. At the discretion of the Association, up to 75 of the 85 days in Article 16.1.3 may be converted to licensed FTE at the current guest teacher rate plus fixed costs.

16.1.4 All communications from the committee shall be approved by the committee and shall be communicated only to the District and the Association. The committee's decisions and reports are non-binding recommendations to the District and the Association.

16.1.5 The District and the Association agree that their representatives, while acting in the capacity as a committee member, are not either party's bargaining representatives under ORS 243.650 to 243.782. The parties agree that the committee members can consider and discuss information and subjects and make recommendations in their report without being limited by the terms of ORS 243.650 to 243.782.

The District and the Association expressly agree their rights under ORS 243.650 to 243.782 and their Collective Bargaining Agreement shall not be diminished or affected by any action taken or report issued by the committee.

### 16.2 JOINT ADMINISTRATION COMMITTEE:

The District and Association will establish and jointly participate in a contract administration committee titled Joint Contract Administration Committee, hereinafter JCAC.

The purpose of the JCAC will be to: (a) review proposals from the District or Association to waive or modify any terms of the agreement, (b) discuss current issues, and (c) make recommendations to the Superintendent, when appropriate, for implementation, action and/or review.

16.2.1 Decision Making: The JCAC will make decisions by consensus. If the JCAC is unable to reach agreement, action to modify or waive the agreement will not be taken except as provided by other terms of this agreement.

16.2.2 Composition: The JCAC will be composed of at least two (2) representatives appointed by the District and two (2) representatives appointed by the Association. The JCAC membership composition may be changed as the District and Association deem appropriate.

## **ARTICLE 17 – CLASS SIZE**

The District and Association recognize class size as a critical component of the District's ability to achieve its educational mission, students' opportunity to learn, and each teacher's ability to be an effective educator. The parties agree that a mutual effort must be made to reduce class size in a collaborative pursuit of new federal, state, local, and other sources of funding that have been targeted for class size reduction.

## **ARTICLE 18 – SITE-BASED DECISION MAKING**

### **18.1 SITE-BASED DECISION MAKING (SBDM):**

The District and the Association believe that Site-Based Decision Making, a governance model in which unit members (teachers) and other stakeholders are given increased responsibility for making decisions with regard to their day-to-day affairs, has the potential to improve education, foster mutual respect, provide greater employee empowerment, improve the quality and extent of parent involvement, create an environment which is more responsible to the client needs and concerns, and encourage the collegial exchange of ideas. To this end, the parties pledge themselves to an honest and mutual examination and trial of site-based decision making.

### **18.2 THE DISTRICT SITE-BASED STEERING COMMITTEE (STEERING COMMITTEE):**

This collaborative Committee shall be established for the purpose of helping guide and assist District staff with SBDM and shall be composed of the following:

- Six (6) Unit Members (Teachers) (May include the Association President)
- Three (3) Administrators
- Four (4) Parents
- Two (2) Classified Persons
- The Superintendent
- The OSEA Consultant and President (if not included above) as ex-officio
- The EEA Consultant and President (if not included above) as ex-officio
- The Human Resources Director as ex-officio
- One (1) School Board Member as ex-officio

#### **18.2.1 District Site-Based Steering Committee Responsibilities: The Steering Committee will perform these major functions:**

- a. Provide leadership and set direction for the implementation and management of SBDM. The Steering Committee will use the SBDM Study Committee's Report and Recommendations as its foundation.
- b. Develop SBDM procedural guidelines and make them available to all District personnel.
- c. Develop a SBDM training program.
- d. Recommend sites for participation in SBDM.
- e. Establish procedures for responding to individual site questions and concerns regarding SBDM.
- f. Identify funds needed for SBDM and allocate SBDM funds to approved sites.

#### **18.2.2 Work site or school site committee: The work or school site committee shall consist of at least the following:**

- a. One-half of school or work site committee members shall be unit members. The unit members may be less than one-half and not less than the number needed for unit members to be the largest stakeholder group, if the site committee and at least seventy five percent (75%) of the school or work site unit members desire to have fewer unit members. The school or work site shall notify the District steering committee if the school or work site council has unit members as less than one-half (1/2) of its site council. Membership shall be voluntary. Unit members will be elected by unit members.



- b. Each school site committee shall include the following stakeholders: Unit members, administrators, classified employees, and parents.
- c. Each stakeholder group has a right to veto committee proposals. Work sites may request assistance from the Steering Committee to resolve issues.

### 18.3 BOUNDARIES OR PARAMETERS OF SBDM:

Recognizing legal responsibilities, the parties agree that unless mutually agreed exceptions are made, they will adhere to:

- State and Federal Laws and Regulations
- District School Board Policies and District Regulations
- Collective Bargaining Agreements and memorandums between the District and its employee groups.

### 18.4 VOLUNTARY NATURE:

The parties agree to limit the scope of SBDM during this trial period of learning and exploration to:

#### 18.4.1 Site Participation.

- a. Sites selected for participation from those that volunteer.
- b. Appropriate training will be required for each selected site.

#### 18.4.2 Individual Participation.

- a. Unit members will participate on SBDM committees and in leadership roles on a voluntary basis.
- b. Unit members who choose not to participate in SBDM leadership or committee responsibilities will not be adversely evaluated.
- c. However, all staff at a SBDM site are responsible for implementing site decisions.

### 18.5 IMPLEMENTATION:

The District agrees to budget funds for SBDM training, compensation, and implementation.

18.5.1 Local sites approved for SBDM will be allocated funds by the Steering Committee for that purpose. Compensation, for Association members who assume leadership positions at the local site, shall be consistent with the terms of the contract.

18.5.2 Compensation for unit members who serve on school or work site councils or the District steering committee shall be paid three hundred and seventy five dollars (\$375.00) per year or portion thereof paid in the June payroll. If a unit member serves on multiple site councils including the District steering committee, the unit member will be paid for serving on each site council and the steering committee if it meets. A unit member eligible for this annual payment may choose to receive the payment as salary or expense reimbursement.

18.5.3 Site Compensation/Training plans will be reviewed and approved by the Steering Committee.

### 18.6 CREDIT FOR SITE COUNCIL PARTICIPATION:

There will be a minimum of three (3) credit hours offered per year for advancement on the salary schedule, for unit members who concurrently participate on a site council and complete the work required for the credit. A unit member can use up to a maximum of nine (9) credit hours earned under this Section for advancement on the salary schedule. The District and Association will appoint a joint committee to determine the criteria in addition to those in Section 4.5.5 for these credit hours.

18.7 WAIVERS:

The District and the Association each recognize that all legal contractual rights and obligations remain in full force and effect unless either party waives the right or obligation.

A request for waiver by a site shall be sent to the Steering Committee for consideration. They will forward to the District and the Association only those recommendations which the committee supports.

The Steering Committee may recommend to the District/Association that individual sites be given a waiver from a provision of existing policy, regulation, District practice, or a labor agreement.

18.8 SBDM FUNDS:

The funds necessary to implement SBDM will be allocated from areas other than staffing.

18.9 SAFETY NET CLAUSE:

The parties recognize that our mutual exploration of SBDM may result in unforeseen difficulties or problem areas. Since our initial foray into SBDM is largely experimental, we agree that either party may want to slow down or halt, at least temporarily, the movement toward SBDM. The safety net process is established for this purpose.

To initiate the safety net process, the Association or District must send the other a letter stating the concerns and reasons for instituting the safety net. The parties shall then have thirty (30) days to resolve the initiating parties' concerns. If the concerns are not resolved after thirty (30) days, then all plans for extending approval for the addition of sites to SBDM shall be placed on "hold" until the parties reach agreement on how to proceed. The parties agree to use a mutually acceptable facilitator to bring resolution.

## **ARTICLE 19 – RETIRED TEACHERS' CONTRACT TERMS**

19.1 HIRING RETIRED UNIT MEMBERS:

The District has the right to hire bargaining unit members and may, based on exceptional circumstances, decide to hire a retired bargaining unit member. In that event all the terms of this collective bargaining agreement apply to bargaining unit members who have retired from their employment with the District and who have been subsequently hired by the District except those terms listed in this Article.

19.2 SUPPLEMENTAL RETIREMENT BENEFITS:

The terms of Section 4.8 apply to a retired bargaining unit member and a retired member has exercised a one time option to use the benefits of Section 4.8 and is not eligible for the supplemental retirement benefits a second time.

19.3 INSURANCE ELIGIBILITY:

The retired bargaining unit member's District contribution for insurance and eligibility for insurance is as set forth in Section 4.8.1.f. If a retired bargaining unit member is not eligible for insurance under Section 4.8.1.f, then the retired bargaining unit member is eligible for insurance under the terms of Section 6.1.

19.4 SICK LEAVE ELIGIBILITY:

The retired bargaining unit member upon being reemployed has no accumulated sick leave and will earn sick leave based on contract hours worked (including all accessed paid leave), not to exceed 96 hours per year. Upon termination of employment any unused sick leave accumulated by a retired bargaining unit member has no value. All sections of Section 8.1 on sick leave not inconsistent with Section 19.4 shall apply to retired bargaining unit members except Sections 8.1.3, 8.1.8 and 8.1.9.

19.5 UNPAID LEAVE ELIGIBILITY:

A retired bargaining unit member is not eligible for unpaid leaves in Article 9 except for coordination of state and federal leave law in Section 9.4 with a retired bargaining unit member's available leave under Article 8.

19.6 APPLICATION OF ARTICLE 11:

The terms of Article 11 on posting, transfer, and vacancies do not apply to a retired bargaining unit member. If the District offers to employ a retired bargaining unit member in a position, then that position is not vacant under the terms of Article 11.

19.7 PROBATIONARY EMPLOYMENT STATUS:

A retired bargaining unit member's District employment status is as a temporary probationary teacher under the terms of ORS 342.805 to 342.937. The District can require a retired bargaining unit member as a condition of being hired to agree that the retired unit member's rights as a contract teacher ended upon retirement and that the retired unit member's District employment status is as a first year probationary teacher for the purposes of ORS 342.805 to 342.937, 342.513, 342.545, 342.850 and Section 12.6 of this contract.

19.8 EXCEPTION TO SECTION 12.12 FOR RETIRED UNIT MEMBERS:

The terms of Section 12.12 do not apply to a retired bargaining unit member.

19.9 CONSULTATION:

If a retired bargaining unit member will be employed in a bargaining unit position for a second consecutive work year after the work year of district retirement, the District will consult with the Association beginning with the second consecutive year and every consecutive year thereafter.

19.10 NON-DISTRICT RETIREES:

The terms of Article 19 apply to unit members, hired after July 1, 2010, who have PERS or OPSRP retired from another district.

In witness whereof, the Association has caused this Agreement to be signed by its President and attested to by its Bargaining Chair and the Board has caused this Agreement to be signed by its Chairperson, attested by its Clerk.

By Miriam M. Mickelson  
Miriam M. Mickelson (Aug 4, 2025 19:22:39 PDT)

By Sabrina Gordon  
Sabrina Gordon (Aug 4, 2025 09:21:11 PDT)

ATTEST:

By Tom DiLiberto  
Tom DiLiberto (Aug 5, 2025 16:25:24 PDT)

ATTEST:

By Sarah Pishioneri  
Sarah Pishioneri (Aug 4, 2025 10:03:46 PDT)

Date: Aug 5, 2025

Date: Aug 4, 2025

## APPENDIX A – LICENSED PROFESSIONAL SALARY PLANS

### APPENDIX A-1 – 191 DAYS

#### LICENSED PROFESSIONAL SALARY PLAN - 191 Days

Effective July 1, 2024 and ending June 30, 2025							
Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90
1	46,230	47,941	49,715	51,554	53,461	55,439	57,490
2	47,941	49,715	51,554	53,461	55,439	57,490	59,617
3	49,715	51,554	53,461	55,439	57,490	59,617	61,823
4	51,554	53,461	55,439	57,490	59,617	61,823	64,110
5	53,461	55,439	57,490	59,617	61,823	64,110	66,482
6	55,439	57,490	59,617	61,823	64,110	66,482	68,942
7	57,490	59,617	61,823	64,110	66,482	68,942	71,493
8	59,617	61,823	64,110	66,482	68,942	71,493	74,138
9	61,823	64,110	66,482	68,942	71,493	74,138	76,881
10	64,110	66,482	68,942	71,493	74,138	76,881	79,726
11	66,482	68,942	71,493	74,138	76,881	79,726	82,676
12	68,942	71,493	74,138	76,881	79,726	82,676	85,735
13	71,493	74,138	76,881	79,726	82,676	85,735	88,907
14	74,138	76,881	79,726	82,676	85,735	88,907	92,197
15	75,510	78,304	81,201	84,205	87,321	90,552	93,902
16	76,548	79,381	82,318	85,363	88,522	91,910	95,311
17						94,438	97,932

\* 2024-2025 Salary Plan reflects a 5.00% cost of living increase

\* The District pays the 6% employee contribution to PERS in addition to the reflected salary.

\* The salary plan is based on a 191 contract year

#### LICENSED PROFESSIONAL SALARY PLAN - 191 Days

Effective July 1, 2025 and ending June 30, 2026							
Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90
1	48,542	50,338	52,201	54,132	56,135	58,212	60,366
2	50,338	52,201	54,132	56,135	58,212	60,366	62,600
3	52,201	54,132	56,135	58,212	60,366	62,600	64,916
4	54,132	56,135	58,212	60,366	62,600	64,916	67,318
5	56,135	58,212	60,366	62,600	64,916	67,318	69,809
6	58,212	60,366	62,600	64,916	67,318	69,809	72,392
7	60,366	62,600	64,916	67,318	69,809	72,392	75,071
8	62,600	64,916	67,318	69,809	72,392	75,071	77,849
9	64,916	67,318	69,809	72,392	75,071	77,849	80,729
10	67,318	69,809	72,392	75,071	77,849	80,729	83,716
11	69,809	72,392	75,071	77,849	80,729	83,716	86,813
12	72,392	75,071	77,849	80,729	83,716	86,813	90,025
13	75,071	77,849	80,729	83,716	86,813	90,025	93,356
14	77,849	80,729	83,716	86,813	90,025	93,356	96,810
15	80,729	83,716	86,813	90,025	93,356	96,810	100,392
16	81,839	84,867	88,007	91,263	94,640	98,262	101,898
17						99,613	103,299

\* 2025-2026 Salary Plan reflects a 5.00% cost of living increase

\* The District pays the 6% employee contribution to PERS in addition to the reflected salary.

\* The salary plan is based on a 191 contract year

**LICENSED PROFESSIONAL SALARY PLAN - 191 Days**

<b>Effective July 1, 2026 and ending June 30, 2027</b>								
Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90	
1	50,969	52,855	54,811	56,839	58,942	61,123	63,385	
2	52,855	54,811	56,839	58,942	61,123	63,385	65,730	
3	54,811	56,839	58,942	61,123	63,385	65,730	68,162	
4	56,839	58,942	61,123	63,385	65,730	68,162	70,684	
5	58,942	61,123	63,385	65,730	68,162	70,684	73,299	
6	61,123	63,385	65,730	68,162	70,684	73,299	76,011	
7	63,385	65,730	68,162	70,684	73,299	76,011	78,823	
8	65,730	68,162	70,684	73,299	76,011	78,823	81,739	
9	68,162	70,684	73,299	76,011	78,823	81,739	84,763	
10	70,684	73,299	76,011	78,823	81,739	84,763	87,899	
11	73,299	76,011	78,823	81,739	84,763	87,899	91,151	
12	76,011	78,823	81,739	84,763	87,899	91,151	94,524	
13	78,823	81,739	84,763	87,899	91,151	94,524	98,021	
14	81,739	84,763	87,899	91,151	94,524	98,021	101,648	
15	84,763	87,899	91,151	94,524	98,021	101,648	105,409	
16	87,094	90,316	93,658	97,123	100,717	104,697	108,571	
17						106,137	110,064	

\* 2026-2027 Salary Plan reflects a 5.00% cost of living increase

\* The District pays the 6% employee contribution to PERS in addition to the reflected salary.

\* The salary plan is based on a 191 contract year

## APPENDIX A-2 – 194 DAYS

### LICENSED PROFESSIONAL SALARY PLAN - 194 Days School Psychologists, Special Education Consultants and Nurses

Effective July 1, 2024 and ending June 30, 2025							
Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90
1	46,956	48,694	50,496	52,364	54,301	56,310	58,393
2	48,694	50,496	52,364	54,301	56,310	58,393	60,553
3	50,496	52,364	54,301	56,310	58,393	60,553	62,794
4	52,364	54,301	56,310	58,393	60,553	62,794	65,117
5	54,301	56,310	58,393	60,553	62,794	65,117	67,526
6	56,310	58,393	60,553	62,794	65,117	67,526	70,025
7	58,393	60,553	62,794	65,117	67,526	70,025	72,616
8	60,553	62,794	65,117	67,526	70,025	72,616	75,302
9	62,794	65,117	67,526	70,025	72,616	75,302	78,089
10	65,117	67,526	70,025	72,616	75,302	78,089	80,978
11	67,526	70,025	72,616	75,302	78,089	80,978	83,975
12	70,025	72,616	75,302	78,089	80,978	83,975	87,082
13	72,616	75,302	78,089	80,978	83,975	87,082	90,303
14	75,302	78,089	80,978	83,975	87,082	90,303	93,645
15	76,696	79,534	82,476	85,528	88,693	91,974	95,377
16	77,750	80,628	83,611	86,704	89,912	93,354	96,808
17						95,921	99,470

\* 2024-2025 Salary Plan reflects a 5.00% cost of living increase

\* The District pays the 6% employee contribution to PERS in addition to the reflected salary.

\* The salary plan is based on a 194 contract year

### LICENSED PROFESSIONAL SALARY PLAN - 194 Days School Psychologists, Special Education Consultants and Nurses

Effective July 1, 2025 and ending June 30, 2026							
Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90
1	49,304	51,129	53,021	54,982	57,017	59,126	61,314
2	51,129	53,021	54,982	57,017	59,126	61,314	63,583
3	53,021	54,982	57,017	59,126	61,314	63,583	65,936
4	54,982	57,017	59,126	61,314	63,583	65,936	68,375
5	57,017	59,126	61,314	63,583	65,936	68,375	70,905
6	59,126	61,314	63,583	65,936	68,375	70,905	73,529
7	61,314	63,583	65,936	68,375	70,905	73,529	76,250
8	63,583	65,936	68,375	70,905	73,529	76,250	79,072
9	65,936	68,375	70,905	73,529	76,250	79,072	81,997
10	68,375	70,905	73,529	76,250	79,072	81,997	85,031
11	70,905	73,529	76,250	79,072	81,997	85,031	88,177
12	73,529	76,250	79,072	81,997	85,031	88,177	91,439
13	76,250	79,072	81,997	85,031	88,177	91,439	94,822
14	79,072	81,997	85,031	88,177	91,439	94,822	98,331
15	81,997	85,031	88,177	91,439	94,822	98,331	101,969
16	83,124	86,200	89,389	92,696	96,126	99,805	103,498
17						101,178	104,921

\* 2025-2026 Salary Plan reflects a 5.00% cost of living increase

\* The District pays the 6% employee contribution to PERS in addition to the reflected salary.

\* The salary plan is based on a 194 contract year

**LICENSED PROFESSIONAL SALARY PLAN - 194 Days**  
**School Psychologists, Special Education Consultants and Nurses**

**Effective July 1, 2026 and ending June 30, 2027**

Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90
1	51,770	53,685	55,672	57,732	59,868	62,083	64,381
2	53,685	55,672	57,732	59,868	62,083	64,381	66,762
3	55,672	57,732	59,868	62,083	64,381	66,762	69,233
4	57,732	59,868	62,083	64,381	66,762	69,233	71,794
5	59,868	62,083	64,381	66,762	69,233	71,794	74,450
6	62,083	64,381	66,762	69,233	71,794	74,450	77,205
7	64,381	66,762	69,233	71,794	74,450	77,205	80,061
8	66,762	69,233	71,794	74,450	77,205	80,061	83,023
9	69,233	71,794	74,450	77,205	80,061	83,023	86,094
10	71,794	74,450	77,205	80,061	83,023	86,094	89,280
11	74,450	77,205	80,061	83,023	86,094	89,280	92,583
12	77,205	80,061	83,023	86,094	89,280	92,583	96,009
13	80,061	83,023	86,094	89,280	92,583	96,009	99,561
14	83,023	86,094	89,280	92,583	96,009	99,561	103,245
15	86,094	89,280	92,583	96,009	99,561	103,245	107,065
16	88,462	91,735	95,129	98,648	102,299	106,341	110,276
17						107,804	111,793

\* 2026-2027 Salary Plan reflects a 5.00% cost of living increase

\* The District pays the 6% employee contribution to PERS in addition to the reflected salary.

\* The salary plan is based on a 194 contract year

## APPENDIX A-3 – ATHLETICS

### High School Athletics 2024-25

Tier	Step					
	1	2	3	4	5	6
1	\$8,874	\$9,341	\$9,832	\$10,350	\$10,895	\$11,468
2	\$6,213	\$6,539	\$6,884	\$7,246	\$7,627	\$8,028
3	\$4,346	\$4,575	\$4,815	\$5,072	\$5,338	\$5,620
4	\$3,004	\$3,163	\$3,330	\$3,505	\$3,738	\$3,934
5	\$2,132	\$2,244	\$2,361	\$2,485	\$2,617	\$2,754

### Middle School Athletics 2024-25

Tier	Step					
	1	2	3	4	5	6
1	\$3,004	\$3,163	\$3,330	\$3,505	\$3,738	\$3,934
2	\$2,132	\$2,244	\$2,361	\$2,485	\$2,617	\$2,754
3	\$1,492	\$1,570	\$1,653	\$1,740	\$1,831	\$1,928



## APPENDIX A-4 – EXTRA DUTY NON-ATHLETICS

### LICENSED PROFESSIONAL SALARY PLAN - EXTRA DUTY

Effective July 1, 2024 and ending June 30, 2025							
Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90
1	46,230	47,941	49,715	51,554	53,461	55,439	57,490
2	47,941	49,715	51,554	53,461	55,439	57,490	59,617
3	49,715	51,554	53,461	55,439	57,490	59,617	61,823
4	51,554	53,461	55,439	57,490	59,617	61,823	64,110
5	53,461	55,439	57,490	59,617	61,823	64,110	66,482
6	55,439	57,490	59,617	61,823	64,110	66,482	68,942
7	57,490	59,617	61,823	64,110	66,482	68,942	71,493
8	59,617	61,823	64,110	66,482	68,942	71,493	74,138
9	61,823	64,110	66,482	68,942	71,493	74,138	76,881
10	64,110	66,482	68,942	71,493	74,138	76,881	79,726
11	66,482	68,942	71,493	74,138	76,881	79,726	82,676
12	68,942	71,493	74,138	76,881	79,726	82,676	85,735
13	71,493	74,138	76,881	79,726	82,676	85,735	88,907
14	74,138	76,881	79,726	82,676	85,735	88,907	92,197
15						90,552	93,902

\* Extra duty schedule is based on a 191-day work year.

### LICENSED PROFESSIONAL SALARY PLAN - EXTRA DUTY

Effective July 1, 2025 and ending June 30, 2026							
Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90
1	48,542	50,338	52,201	54,132	56,135	58,212	60,366
2	50,338	52,201	54,132	56,135	58,212	60,366	62,600
3	52,201	54,132	56,135	58,212	60,366	62,600	64,916
4	54,132	56,135	58,212	60,366	62,600	64,916	67,318
5	56,135	58,212	60,366	62,600	64,916	67,318	69,809
6	58,212	60,366	62,600	64,916	67,318	69,809	72,392
7	60,366	62,600	64,916	67,318	69,809	72,392	75,071
8	62,600	64,916	67,318	69,809	72,392	75,071	77,849
9	64,916	67,318	69,809	72,392	75,071	77,849	80,729
10	67,318	69,809	72,392	75,071	77,849	80,729	83,716
11	69,809	72,392	75,071	77,849	80,729	83,716	86,813
12	72,392	75,071	77,849	80,729	83,716	86,813	90,025
13	75,071	77,849	80,729	83,716	86,813	90,025	93,356
14	77,849	80,729	83,716	86,813	90,025	93,356	96,810
15						96,810	100,392

\* Extra duty schedule is based on a 191-day work year.

# **LICENSED PROFESSIONAL SALARY PLAN - EXTRA DUTY**

Effective July 1, 2026 and ending June 30, 2027							
Step	Bachelors	Bachelors +23	Bachelors +45	Bachelors +60 Masters	Bachelors +83 B+68 w/ Masters Masters +23	Bachelors +105 B+90 w/ Masters Masters +45	Doctorate Masters +90
1	50,969	52,855	54,811	56,839	58,942	61,123	63,385
2	52,855	54,811	56,839	58,942	61,123	63,385	65,730
3	54,811	56,839	58,942	61,123	63,385	65,730	68,162
4	56,839	58,942	61,123	63,385	65,730	68,162	70,684
5	58,942	61,123	63,385	65,730	68,162	70,684	73,299
6	61,123	63,385	65,730	68,162	70,684	73,299	76,011
7	63,385	65,730	68,162	70,684	73,299	76,011	78,823
8	65,730	68,162	70,684	73,299	76,011	78,823	81,739
9	68,162	70,684	73,299	76,011	78,823	81,739	84,763
10	70,684	73,299	76,011	78,823	81,739	84,763	87,899
11	73,299	76,011	78,823	81,739	84,763	87,899	91,151
12	76,011	78,823	81,739	84,763	87,899	91,151	94,524
13	78,823	81,739	84,763	87,899	91,151	94,524	98,021
14	81,739	84,763	87,899	91,151	94,524	98,021	101,648
15						101,648	105,409

\* Extra duty schedule is based on a 191-day work year.

## **APPENDIX B – PERSONAL LEAVE RELIEF FUND**

**PERSONAL LEAVE RELIEF FUND:** The Association and District will establish and manage a Personal Leave Relief Fund (PLRF) for active EEA bargaining unit members. The purpose of the PLRF is to provide financial assistance when a unit member's family member is experiencing a catastrophic circumstance and the unit member has exhausted all available paid leave. Catastrophic circumstances include the unit member's necessary care of a family member experiencing events such as life threatening illness, major surgery or debilitating illness or injury, which would result in the employee being on leave without pay for more than five (5) work days.

The Association and District will jointly and collaboratively manage the PLRF.

This agreement will continue unless either the District or Association gives one year notice of termination.

## **APPENDIX C – MISCELLANEOUS**

### **AFFINITY GROUP FACILITATOR PAY**

Student affinity group facilitators as assigned by the district shall be paid an annual stipend by program level: \$3,000/ high school; \$2,500/ middle school; and \$1,500/ elementary. The district reserves the right to award one or more affinity leader stipends to classified staff members. The District will add another paid affinity group facilitator if the affinity group is larger than 30 students at the elementary level or larger than 35 students at the secondary level.

### **DUAL-LANGUAGE PROGRAM TEACHER PAY**

Teachers assigned to provide full-time dual-language immersion instruction in the partner language shall be paid an annual stipend of \$3,250. This stipend is to recognize the time spent translating and developing curriculum necessary for the delivery of instruction in the partner language. For teachers assigned less than full-time to dual-language immersion instruction, the stipend will be prorated based on the member's FTE directly assigned to providing instruction in the dual-language immersion partner language.

The district will make a good faith effort to provide members working in dual language immersion programs equivalent district-adopted materials used in English-only classes.

### **BILINGUAL AND FIRST LEARNED LANGUAGE DIFFERENTIAL**

Educators will receive the differentials below on a monthly basis beginning on the month after certification provided the listed qualifications are met and at least ten percent (10%) of the student population at the educator's school first learned the educator's differential language.

Oral Language Differential: three percent (3%) (at the Masters+0, Step 1 step)

1. The educator has passed the qualifying bilingual differential language ORELA exam (listening/speaking components); or
2. Scored at the Advanced level on the STAMP/ACTFL/AAPPL oral assessment.

Full Language Differential six percent (6%) total (Oral plus Full) (at the Masters+0, Step 1 step)

1. The educator has passed the ORELA exam in the second language;
2. Scored at the Advanced level on the STAMP/ACTFL/AAPPL listening/speaking and reading/writing assessment in the qualifying bilingual differential language; or
3. Holds an endorsement in the qualifying bilingual differential language on their license.

### **CTE EXTENDED CONTRACT**

Teachers of Career and Technical Education (CTE) will be provided up to twenty (20) hours per year extended contract for time spent purchasing necessary program supplies.

### **NONDISCRIMINATION INITIATIVE**

By December 2022, the District and Association will collaborate to strengthen, enhance and promote the system for reporting micro/macroaggressions against 4J staff.

### **SEMINAR COORDINATOR**

The Association and the District value their partnership in providing professional development. To support that partnership, the Seminar Coordinator position will be funded at 0.2 for the life of this contract. This position is not a status quo obligation of the contract.

### **SPECIAL EDUCATION SUPPORT**

To support special education and 504 case managers, the District will provide classified staffing for clerical support and scheduling assistance .

## **APPENDIX D – OUTDOOR SCHOOL**

1. At the first JCAC meeting of each calendar year, the district will provide EEA with a report on the funding application for outdoor school.
2. A member who works overnight during outdoor school shall be paid a stipend of \$900 for all outdoor school-related work outside the member's contract day based on a 2-night, 3-day outdoor school program. This stipend is intended to compensate the member for staying overnight and on-site for the duration of the program, parent meetings, travel, on-call time, sleep time, student supervision and any other responsibility performed outside the member's contract day that is associated with the outdoor school program. The stipend will be prorated based on the number of hours a member is in attendance outside of regular working hours if the member does not stay overnight at Outdoor School.
3. Stipends are funded entirely through Measure 99 grant funding and will not be available, or available at the same levels, if the funds are reduced. Should Measure 99 grant funding be eliminated, Appendix E will be void. Should Measure 99 grant funding be reduced and the district implements a 1-night, 2-day program, the stipend will be reduced to \$450.
4. Members assigned to attend an Outdoor School day program will be compensated at their per diem rate for work hours beyond their regular contract day.
5. Fifth grade staff are expected to remain with students and on-site throughout all of Outdoor School. Whenever a member's personal circumstances make such attendance at overnight school a challenge, the building administrator and affected staff member will collaborate on other arrangements for coverage.
6. A member authorized and required by the district to drive their personal vehicle to and from the outdoor school program location shall be reimbursed for the mileage between the member's regular worksite and the program location at the prevailing IRS rate.
7. Should the district restructure its Outdoor School program in the future, Appendix E shall be subject to renegotiation on an expedited basis.

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