

ARTICLE 1- RECOGNITION

- A. The Board recognizes the Council as the exclusive bargaining representative on wages, hours, and conditions of employment for all regular full-time and regular part-time (1/2 time or more) licensed teaching personnel employed by the District.
- B. Supervisors, administrators, confidential employees, substitutes, temporary teachers who are employed for less than the equivalent of one semester, and employees not defined in section A are specifically excluded from the bargaining unit.
- C. The purpose of this Article is to recognize the right of the bargaining agent to represent teachers in the bargaining unit in negotiations with the Board. Granting of recognition is not to be construed as obligating the Board in any way to continue any functions or policies. The Board reserves the right to create, combine or eliminate any positions as, in its judgment, is deemed necessary.
- D. ~~The District shall print sufficient copies for the Council and current and future employees. The Council shall pay one half of the cost of such printing.~~ The District shall electronically post the Agreement on the District website and offer printed copies to employees upon request.

ARTICLE 5- TEACHER EVALUATION/ASSISTANCE

- A. The Board retains the right to develop and administer teacher evaluation procedures in accordance with its previously stated prerogatives. However, the Council will be consulted prior to changing the evaluation procedures. The District shall meet and confer with the Council regarding procedures as required by the Oregon Revised Statutes. The District will comply with ORS 342.850. A professional growth option may be utilized for experienced teachers at the principal's discretion in lieu of the traditional observation/evaluation model.
 - 1. All evaluations shall be conducted by licensed administrators.
 - 2. Walk through observations (less than 10 minutes in length) shall not be used as part of the formal teacher evaluation procedure. Mini observations (at least 10 minutes in length) may be used as part of the formal teacher evaluation procedure.
 - 3. Walk through observations shall not be housed in the teacher's District personnel file.
- B. If the District does not extend a contract teacher's contract by March 15 of the first year of the contract due to inefficiency, neglect of duty, inadequate performance or failure to meet the Board's expectations for improvement, the District will place the teacher on a program of assistance for improvement.
 - 1. All programs of assistance, including the use of peer assistance, will be developed and implemented according to Oregon law.
 - 2. The program of assistance for improvement shall be for a minimum of eight (8) weeks or forty (40) teacher work days (whichever is longer) in duration. The plan of assistance will be reviewed at that time.
 - 3. The Board encourages the use of peer assistance in conjunction with a program of assistance for improvement.

ARTICLE 7- LAYOFF (RIF) AND RECALL

A. Layoffs

1. The District shall determine when layoff is necessary and which programs will be affected; however, the District agrees that such layoffs shall be implemented in accordance with the following procedures.
2. ~~Whenever the Board determines that a layoff is necessary, it shall immediately provide the Council a layoff list.~~ The District will provide a layoff list and as much notice as is practicable ~~under the circumstances~~ once the Board determines that a layoff is necessary.
3. Layoffs shall be made by seniority and in accordance with the provisions of ORS 342.934, except for definitions of terms that are allowable under the statutes. ~~that~~ Appeals from decisions on layoffs or recalls of staff members shall be by arbitration as set forth in paragraph E of this Article, but subject to the provisions of ORS 342.934(7).
4. If the District wishes to retain a teacher with less seniority than a teacher to be laid off, the District must show that the teacher to be retained has more competence than the more senior teacher. Competence shall be defined as:
 - ~~h~~Having a valid license for the position
 - ~~d~~Demonstrated ability to teach: The District may consider evaluations for the prior seven (7) years as demonstrated ability to teach
 - ~~n~~Not being in the process of termination or dismissal
 - ~~n~~Not having failed to meet the expectations of a program of improvement at its conclusion.

~~The District may consider evaluations for the prior seven (7) years as demonstrated ability to teach.~~

~~If the District determines that the most senior, properly licensed teacher will not be retained for a position based on competence considerations, the District shall consider the willingness of the teacher to pursue additional training and educational preparation sufficient to make the teacher competent for this position.~~

Any credits that may be required would be subject to the tuition reimbursement formula (Article 12).

B. Recall Procedure

1. Employees shall be recalled to positions they are qualified to fill when an opening occurs.
2. Recall shall be by inverse order and according to the same criteria as used in conducting the layoff.
3. Notice of recall shall be sent via certified mail to the last address given to the Personnel Office by the teacher. A teacher shall have fourteen (14) calendar days from the date the notice of recall was mailed to notify the District of his intent to return. The employee must report on the starting date specified by the District, provided the reporting date is at least twenty-four (24) calendar days from the date the notice of recall was mailed. Failure to notify the District of intent to return or to return to work within the time limits shall be considered the resignation of said employee.

4. Employees who are laid off from the District shall be eligible for recall as outlined above for a period of twenty-seven (27) months after the effective date of their layoff unless they:
 - a. Resign. In such event a written resignation shall be sent to the District.
 - b. Fail to return when recalled as described above.
5. Employees who are subject to a layoff after twenty (20) continuous years of service to the Sheridan School District shall be eligible for recall for thirty-six (36) months after the effective date of their layoff.

C. Layoff Benefits

1. Subject to the group employee insurance carrier, the District shall extend coverage under its medical program, for the balance of the layoff to contract and probationary employees who are laid off. The District will pay the cost of such medical premiums during the first three (3) months following layoff and such coverage may be continued by the employee for the balance of the layoff provided the employee pays the premium. Employees who accept other employment shall not be eligible for the extension of group insurance coverage, except as provided under COBRA guidelines.
2. All benefits to which an employee was entitled at the time of his/her layoff will be restored upon his/her return to active employment and the employee will be placed on the proper step of the salary schedule for the employee's current position according to the employee's experience and education.
3. Time that an employee spends on the layoff list does not count toward movement on the salary schedule nor toward accrual of benefits. But in the situation where an employee works at least 135 student contact days in a year he/she will receive credit for vertical movement on the salary schedule.

D. School Closure

1. The employment relationship between the bargaining unit members and the District shall continue to the extent described in this Article during any period of school closure. During school closure due to lack of funds, the District acknowledges that the bargaining unit members are temporarily laid off, and agrees to recall, pursuant to paragraph C above, all teachers to regular duty promptly upon obtaining funds sufficient to resume normal operations. Employees are not paid for any days laid off.

E. Review Process

1. The application of this Article may be reviewed through the grievance procedure contained elsewhere in this Agreement.

ARTICLE 9- WORKING CONDITIONS

- A. Normal building hours for teachers shall be eight (8) hours per day. Included in the building hours is a thirty (30) minute continuous, duty-free lunch period, during which the teacher may leave the building. The starting times and dismissal times, which may vary from school to school, shall be determined by the Board.
- B. In addition to normal building hours, the following shall apply:
 1. Teachers shall spend time outside of building hours to the extent necessary for adequate preparation of instruction, pupil and parent consultations.

2. The administration will consult with staff members in an effort to schedule staff meetings during the regular workday. All effort shall be made to allow at least one week's notice.
- C. Teachers shall adhere to the daily schedule and shall make no commitments which preclude their being present in their assigned responsibilities. Request for exceptions must be submitted to the principal, and his/her approval granted, prior to the anticipated teacher absence and/or late arrival or early leaving. Teachers shall not leave the buildings to which they are assigned during class or preparation periods without the consent of the building principal.
- D. The contract for returning teachers shall be 190 days. Within the 190-day teacher contract year, there will be five (5) paid holidays (Labor Day, Veteran's Day, Thanksgiving Day, Presidents' Day, Memorial Day). Teachers new to the District shall have 191-day contracts, with the extra day being devoted to orientation. New teachers will have the same holidays as returning teachers.
- E. Within the normal teacher workday, there shall be provided 45 continuous minutes, or the time equivalent to a normal class period, for preparation time during which the teacher shall not be assigned any other duties. ~~The District has agreed to convene a committee of teachers and administrators to study all facets of the issue of prep time and report to the Board on a yearly basis.~~

If a particular school adopts a class schedule with class periods in excess of 45 minutes and the teacher preparation period is embedded within the schedule, then the administrator may assign curriculum development work for the excess time.

- F. Within the 190 day contract year there shall be provided:
- A three day fall inservice with a minimum of 1.5 days free of meetings or other scheduled activities.
 - One Friday afternoon at the end of each progress and grading period.
 - Two work days for classroom closure at the end of the year. The statewide October inservice day will be a non-contract, non-school day.
 - If progress reports/conferences are required, building administrators will attempt to arrange time in the schedule for teachers to complete them.
- G. Each teacher may review and make suggestions concerning the building administrator performance each year. All reviews shall be presented to the Superintendent for review. The teachers realize that the duty of evaluation rests with the Board, which shall receive a report from the Superintendent.
- H. Extended contracts will be paid as follows on the basis of that position's salary, divided by 190 contract days. Student contact positions shall be based on employees' hourly rate. Student non-contact positions shall be paid by the state formula for substitute teachers of more than 10 days (1/190 of the base salary). The employees' hourly rate shall be based on an eight (8) hour day.
- I. The parties agree to form a joint committee composed of six members with three (3) appointed by the Council and three (3) appointed by the District. During each year of the Agreement, the District will report to the committee and provide it with information regarding the various class sizes in the District, including special needs students, the number of preparations provided, the implementation of the Elementary and Secondary Education Act (~~No Child Left Behind Act~~) legislation and its impact on the District, and other relevant and reasonably available data. It is intended that the District's report will occur on or about October 1 and on or about February 1 of each year. The joint committee will be charged with the responsibility to identify and examine problem areas. It is intended that suggested solutions to the identified problems would be recommended to the Board of Directors by the joint committee.

- J. Superintendent's Advisory Council: The Advisory Council for the Superintendent of Schools has been organized on the premise that the multiple responsibilities of the Superintendent and the best interest of the entire Sheridan School system can be better served by establishing a means which will permit the best thinking of all staff members. A more direct and meaningful line of communication can be developed through this Council on problems or conditions which exist in the classrooms. The Council does and should provide for a two-way flow of information and effective action resulting from group thinking.

Members of this Council act strictly in an advisory capacity. Their objective is to gather ideas, to present reactions of personnel, to express opinions, to interpret school policy to other staff members in the light of detailed information they receive through the discussions in the monthly Council meetings. The Council provides for a frank and honest exchange of facts and opinions between the Superintendent and staff representatives. Minutes of these monthly meetings will be sent to the Board.

In addition to the Superintendent and the local Council President, one (1) classroom teacher from each building shall be selected by the Council to serve for a two-year term.

- K. District employees may use the district's technology to learn, practice and enhance technology skills to be used in their teaching assignments. This use shall not otherwise interfere with assigned duties, waste or endanger (misuse) district resources or violate any district standard, implied or stated. District employees are not permitted to conduct or run any private or commercial enterprise on district equipment. Staff who violate general system user prohibitions shall be subject to discipline up to and including dismissal in accordance with Board policy, negotiated agreements and applicable provisions of law.
- L. The District shall provide a safe and healthy working environment. Unit members will be informed immediately upon district knowledge when they are potentially exposed to contagious diseases or environment hazards as prescribed by law and delineated by policy. They shall be instructed as to prevention and protection from the disease, illness, or hazards.
- M. Licensed staff shall be informed prior to being assigned student(s) who ~~evidence deviant and/or unsafe behaviors~~ are reentering the general education classroom immediately from a more restrictive environment and that could present a safety problem to the students or staff. Licensed staff shall be provided with specific information about the known behavior pattern(s) of the student(s) and suggested strategies and trainings for managing those behaviors.
- N. The District agrees to reimburse employees for personal insurance deductible amount up to \$100 or a maximum of \$100 to be applied to the loss or damage if not insured when personal property is lost or damaged as result of theft, accident, or vandalism and when all reasonable precautions have been taken by employee to safeguard against loss or damage. This provision does not apply to automobile accidents or to accidents for which the owner of the item is the responsible party.
1. The District shall promote reasonable rules and regulations outlining the procedures and documentation needed for payment of a reimbursable claim. Those rules shall be governed by the following provisions:
 - a. Employee must report the theft, accident, or vandalism to the appropriate police officials within seventy-two (72) hours of knowledge of the incident.
 - b. Employee must complete a statement for district records explaining the circumstances surrounding theft, accident, or vandalism.
 2. Repair or replacement costs shall be based on the most current and available rates and/or prices.

ARTICLE 11- COMPENSATION

- A. Salary and extra duty schedules for ~~2012-2013~~ **2015-2016**, ~~2013-2014~~ **2016-2017** and ~~2014-2015~~ **2017-2018** are included as Appendices A and B and C and D and E.
1. Appendix A – Extra Duty schedule.
Appendix B – index.
Appendix C – reflects the index with the previous base salary increased by ~~1.0%~~ **1.5%** for ~~2012-2013~~ **2015-2016**.
Appendix D – reflects the ~~2012-2013~~ **2015-2016** salary schedule increased by ~~1.0%~~ **1.5%** for ~~2013-2014~~ **2016-2017**.
Appendix E – reflects the ~~2013-2014~~ **2016-2017** salary schedule increased by 1.0% for ~~2014-2015~~ **2017-2018**.
 2. This Agreement is entered into and based upon assumptions about the amount of revenue to be received by the District in the ~~2011-2013~~ **2015-2017** biennium and is based upon a statewide ~~\$5.733~~ **\$7.235** billion education budget. (see ~~MOU12-15 / Appendix F~~)

If this budget amount is reversed by referenda or action of the executive branch, or if there is any other unexpected and substantial revenue shortfall that affects the District's ability to fund the economic provisions of this Agreement, either party may elect to reopen this Agreement for further negotiations. If this Agreement is reopened, notice will be given in writing and bargaining will begin within no more than fourteen (14) days. Negotiations for this reopening shall be conducted pursuant to ORS 243.698, but the negotiations period will be limited to thirty (30) days unless the parties mutually agree to a longer period of negotiations
- B. Movement of the salary schedule by current employees
1. If a teacher completed the necessary credits for advancement to a higher educational level of the salary schedule, an adjustment in placement on the schedule, to be effective in the subsequent school year, will be made only if the teacher notifies the Superintendent prior to September 15th with proper verification, **including temporary verification as outlined in Section B.4 below**, as required by the District.
 2. When moving from one column to another, those employees at the maximum level of the previous column shall be allowed one vertical increment in the new column, unless otherwise limited by the term of this Agreement.
 3. For course work to count toward horizontal movement across the salary schedule, the course work must:
 - a. Be graduate courses related to the teacher's current teaching position or licensure or, when approved in advance, undergraduate credits which are part of an additional endorsement program and/or are related to the teacher's current teaching position.
 - b. Have been successfully completed as evidenced by a Pass or a grade of C or better.
 4. Temporary verification of successful completion of the course work will be accepted by the District when a professor/instructor supplies a written statement indicating the grade to be received. Proper verification shall be an official transcript sent by the institution to the District.
- C. Initial Placement on the salary schedule for new employees

1. Horizontal Placement

New teachers will be granted credit on the salary schedule for course work as follows:

- a. Course work must be graduate courses related to the teaching position that the teacher was hired to fill and earned after the degree or preparation which led to the initial licensure required for employment.
- b. Undergraduate credits which are part of an additional endorsement program and are not courses which are general education and/or part of a program that led to initial licensure.

2. Vertical Placement

Vertical placement on the salary schedule will be based on one step for each verified year of teaching experience in state or federally accredited school(s).

D. Teachers assigned to different buildings for teaching assignments shall be reimbursed for mileage at the District rate.

E. Special Education teachers shall be awarded a stipend of \$3,000 per year.

EF. At the express direction or assignment of the District and with teacher acceptance of assignment, teachers providing instruction to students outside normal working hours shall be paid, in addition to their regular salary, an amount equal to their regular salary times the fraction of the workday which is required of them outside the regular working day. This will not include extended contracts, zero/eighth periods, driver's training, or other nonclassroom instruction.

FG. The District will provide a running total of unused sick leave during the course of the year, and at least once each year will give each teacher an account of accumulated sick leave available to them.

GH. The District agrees to pay the employee's required contribution in accordance with ORS 238.200; and shall "pickup," assume and pay six percent (6%) employee contribution to the Public Employee Retirement Fund for the employee members then participating in the Public Employee Retirement System. Such "pickup" or payment of employee member monthly contributions to the system shall continue for the remainder of this Agreement.

The full amount of required employee contributions "picked up" or paid by the District on behalf of employees pursuant to this Agreement shall be considered as "salary" within the meaning of ORS 238.005(2) for the purposes of computing an employee member's "final average salary" within the meaning of ORS 238.005(8) but shall not be considered as "salary" for the purposes of determining the amount of employee contributions required to be contributed pursuant to ORS 238.200. Such "picked-up" or paid employee contributions shall be credited to employee accounts pursuant to ORS 238.200(2) and shall be considered to be employee contributions for the purposes of ORS Chapters 238 and 238A.

HI. Payroll checks for employees payable during summer vacation shall be issued to employees on or about the 25th day of June, July and August.

ARTICLE 20- INSURANCE

A. District Contribution:

1. During the 2012-2013-2015-2016 school year, the District shall contribute a maximum of \$1125.00 \$1200.00 per month per employee toward ~~District-sponsored full family medical, vision and dental insurance premiums~~ the employee's insurance premiums. Any premium costs above

this maximum amount shall be paid by the members via payroll deduction using a flexible spending account (IRS 125 plan).

2. A committee made up of representatives of the Council (2), Classified Union (2), Administrators (2), Business Director and Superintendent will convene to research and recommend insurance options for the 2016-2017 and 2017-2018 school years.

~~2. During the 2013-2014 school year, the District shall contribute a maximum of \$1150.00 per month per employee toward District-sponsored full family medical, vision and dental insurance premiums. Any premium costs above this maximum amount shall be paid by the members via payroll deduction using a flexible spending account (IRS 125 plan).~~

~~3. During the 2014-2015 school year, the District shall contribute a maximum of \$1175.00 per month per employee toward District-sponsored full family medical, vision and dental insurance premiums. Any premium costs above this maximum amount shall be paid by the members via payroll deduction using a flexible spending account (IRS 125 plan). (See Appendix F HRA/HSA MOU reauthorization)~~

- B. Any change of plan(s) or carrier(s) shall be made by a committee of Sheridan School District teachers selected by the Sheridan Teachers' Association. The medical plans offered shall be provided within the limitations of a single carrier. Employees working one-half time or more, but less than full time shall receive prorated insurance benefits based on the composite unit rate. Employees working less than one-half time are not entitled to insurance benefits. **Beginning in October 2016 all plans chosen must comply with ACA non-Cadillac plan requirements.**
- C. All insurance coverages begin October 1st and are paid through September 30th, the anniversary dates. Employees leaving the District prior to the end of the school year shall have their insurance coverage cease at the end of the month following their departure. Part-time employees shall have the District's portion of the premium prorated. The benefit programs identified herein shall be provided only in accordance with the underwriting rules and regulations set forth by the carriers in the policies obtained by the policyholder.
- D. A teacher who leaves District employment may voluntarily notify the District when the teacher obtains a new job and is eligible for insurance coverage with a new employer. Following the teacher's notice, the District's obligation towards premium payments as provided herein shall cease on the first day coverage is provided by the new employer.
- E. Insurance coverages for domestic partners will be subject to the same limitations and conditions applicable to other employees. "Domestic partners" of an employee are eligible for coverage under the district insurance plans, if they meet the following criteria:
- Share a close personal relationship and are responsible for each other's common welfare;
 - Are each other's sole domestic partner for a minimum of 12 months prior to the enrollment date;
 - Are not married to anyone nor have had another domestic partner enrolled in the health plan within the prior 12 months;
 - Share the same regular and permanent residence, with the current intent to continue doing so indefinitely.

ARTICLE 27- TERM OF AGREEMENT

- A. This Agreement shall be in full force and effect upon ratification through June 30, 2015~~8~~. Retroactive payment shall be made no later than thirty (30) days following the date of signing.

- B. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in the Agreement. Therefore, the Board and the Council, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any other matter, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the Board's direction and control.
- C. The Council shall, not later than March 30th of the final year of the contract, give the District its notice of intention to open negotiations for a successor agreement.

Signed this _____ day of _____, 2012~~5~~.

Representing Mid-Valley Bargaining Council

STA Representative

Board/Chairperson

District Clerk

APPENDIX A

EXTRA DUTY COMPENSATION

Academic Coach: Outdoor Education: staff will receive \$75 for each day worked with students at camp, if outdoor school is a budgeted program in the School District budget. If outdoor school is not a fully budgeted program, there will be no compensation paid by the District for extra-duty compensation.

Homecoming Advisor will receive \$75.

May Day Advisor will receive \$50.

Other Provisions:

Junior/Senior concessions, bus chaperones, ticket sellers, crowd control, or other event duty shall be paid \$25 per event. A maximum of three hours will constitute an event. These events will not be assigned but teachers shall have first choice of taking assignments. Events lasting over three hours shall be paid \$10 per hour. Time served shall be paid in hourly increments, with fraction of hours rounded up to the next hour.

Teachers serving as supervisors of elementary concerts shall be paid \$25 per concert.

EXTRA DUTY ASSIGNMENTS

1. The Board reserves the right to placement of staff on the schedule when making assignments and, also, reserves the right to delete positions and activities.
2. For post season play, regional and state competitions, the following team sports will receive \$80 per week for each of the identified coaches.

TEAM SPORTS	HEAD COACH	ASSISTANT COACH
Football	1	2
Volleyball	1	1
Basketball	1	2
Baseball	1	1
Softball	1	1

For post season play in state competition, the following individual sports will receive \$80 per week for each of the identified coaches.

INDIVIDUAL SPORTS	HEAD COACH	ASSISTANT COACH
Cross Country	1	1
Wrestling	1	1
Track	1	1

EXTRA DUTY SALARY SCHEDULE

Assignments	HS	Elementary	Assignments	HS	Elementary
Head Teacher	A	B	Athletic Director	A	C
Head Football	A	D	Assistant Football	C	D
Head Volleyball	A	D	Assistant Volleyball	C	D
Head Basketball	A	D	Assistant Basketball	C	D
Head Baseball	B A	F D	Assistant Baseball	C	G F
Head Wrestling	A	E	Assistant Wrestling	C	
Head Track	B A	F D	Assistant Track	C	G F
Head Softball	B A	F D	Assistant Softball	C	F
Cross Country	C		Forensics	D	
Instrumental Music	E	G	FBLA	D	
FFA	B		Vocal Music	G	G
Rally Supervisor (per season)	E	G	Drama, Per Play	F	G
Yearbook	F		Photography	F	
Technology Coordinator	B	B	Student Activities	F	F
			Academic Coach (District approved programs that include 12-15 students led by an advisor)	F	F
			Pep Band (per season)	G	

EXTRA DUTY SALARY SCHEDULE

A	B	C	D	E	F	G
3282	2525	1942	1494	1149	884	680
3414	2626	2020	1554	1195	919	707
3550	2731	2101	1616	1243	956	735
3692	2840	2185	1681	1293	994	765
3840	2954	2272	1748	1344	1034	796

APPENDIX B

SHERIDAN SCHOOL DISTRICT 48J

INDEX

Step	BA	BA + 24	BA + 45	BA + 60/MA	BA + 84/ MA + 24	MA + 45
1	1.000	1.040	1.082	1.125	1.170	1.217
2	1.025	1.066	1.109	1.153	1.199	1.247
3	1.051	1.093	1.136	1.182	1.229	1.278
4	1.077	1.120	1.165	1.211	1.260	1.310
5	1.104	1.148	1.194	1.242	1.291	1.343
6	1.131	1.177	1.224	1.273	1.324	1.377
7	1.160	1.206	1.254	1.304	1.357	1.411
8	1.189	1.236	1.286	1.337	1.391	1.446
9	1.218	1.267	1.318	1.371	1.425	1.482
10	1.249	1.299	1.351	1.405	1.461	1.519
11	1.280	1.331	1.385	1.440	1.498	1.557
12	1.312	1.365	1.419	1.476	1.535	1.596
13	1.345	1.399	1.455	1.513	1.573	1.636
14		1.434	1.491	1.551	1.613	1.677
15		1.469	1.528	1.589	1.653	1.719
16			1.566	1.629	1.694	1.762
17			1.606	1.670	1.737	1.806
18			1.646	1.712	1.780	1.851

Any member of the bargaining unit that receives National Board Certification shall receive an additional \$1,500.00 in salary each year.

APPENDIX C

SHERIDAN SCHOOL DISTRICT 48J

2015-16 Salary Schedule

1.5% Increase Over 2014-2015

Step	BA	BA+ 24	BA + 45	BA+ 60/MA	BA +84/MA24	MA + 45
1	35718	37147	38647	40183	41790	43469
2	36611	38075	39611	41183	42826	44540
3	37540	39040	40576	42219	43897	45648
4	38468	40004	41611	43254	45005	46791
5	39433	41004	42647	44362	46112	47969
6	40397	42040	43719	45469	47291	49184
7	41433	43076	44790	46576	48469	50398
8	42469	44147	45933	47755	49684	51648
9	43505	45255	47076	48969	50898	52934
10	44612	46398	48255	50184	52184	54256
11	45719	47541	49469	51434	53506	55613
12	46862	48755	50684	52720	54827	57006
13	48041	49969	51970	54041	56184	58435
14		51220	53256	55399	57613	59899
15		52470	54577	56756	59042	61399
16			55934	58185	60506	62935
17			57363	59649	62042	64507
18			58792	61149	63578	66114

Any member of the bargaining unit that receives National Board Certification shall receive an additional \$1,500.00 in salary each year.

Members on Step 18 BA+45 through MA+45 will receive an additional \$500.00 in salary each year.

APPENDIX D

SHERIDAN SCHOOL DISTRICT 48J

2016-17 Salary Schedule

1.5% Increase Over 2015-2016

Step	BA	BA+ 24	BA + 45	BA+ 60/MA	BA +84/MA24	MA + 45
1	36254	37704	39227	40786	42417	44121
2	37160	38647	40206	41801	43469	45209
3	38103	39626	41185	42852	44556	46333
4	39046	40604	42236	43904	45680	47493
5	40024	41620	43287	45027	46804	48689
6	41003	42671	44375	46151	48000	49922
7	42055	43722	45463	47275	49197	51154
8	43106	44810	46623	48472	50429	52423
9	44157	45934	47783	49704	51662	53728
10	45281	47094	48979	50937	52967	55070
11	46405	48254	50212	52206	54308	56447
12	47565	49487	51444	53511	55650	57861
13	48762	50719	52750	54852	57028	59312
14		51988	54055	56230	58478	60798
15		53257	55396	57608	59928	62321
16			56774	59058	61414	63880
17			58224	60544	62973	65475
18			59674	62067	64532	67106

Any member of the bargaining unit that receives National Board Certification shall receive an additional \$1,500.00 in salary each year.

Members on Step 18 BA+45 through MA+45 will receive an additional \$500.00 in salary each year.

APPENDIX E

SHERIDAN SCHOOL DISTRICT 48J

2017-2018 Salary Schedule

1.0% Increase Over 2016-2017

Step	BA	BA+ 24	BA + 45	BA+ 60/MA	BA +84/MA24	MA + 45
1	36617	38082	39620	41194	42842	44563
2	37532	39034	40608	42219	43904	45661
3	38484	40022	41597	43281	45002	46797
4	39437	41011	42659	44343	46137	47968
5	40425	42036	43721	45478	47273	49177
6	41414	43098	44819	46613	48481	50422
7	42476	44160	45918	47749	49689	51667
8	43538	45259	47089	48957	50934	52948
9	44600	46394	48261	50202	52179	54266
10	45735	47565	49470	51447	53497	55621
11	46870	48737	50715	52728	54852	57013
12	48042	49982	51960	54047	56207	58441
13	49250	51227	53278	55402	57599	59905
14	0	52509	54596	56793	59063	61407
15	0	53790	55951	58184	60528	62945
16	0	0	57342	59649	62029	64519
17	0	0	58807	61150	63604	66130
18	0	0	60272	62688	65178	67778

Any member of the bargaining unit that receives National Board Certification shall receive an additional \$1,500.00 in salary each year.

Members on Step 18 BA+45 through MA+45 will receive an additional \$500.00 in salary each year.

APPENDIX F

**Memorandum of Understanding
Between
Sheridan School District
And
Sheridan Education Association**

The Mid-Valley Bargaining Council (MVBC), Sheridan Teachers Association (STA), and the Sheridan School district agree to the following memorandum of Understanding (MOU):

Sheridan School District agrees that teachers eligible for full medical/dental/vision benefits may choose to opt out of the group insurance program by notifying the District, in writing, of his/her desire to opt out, and by providing proof that the individual is covered by other medical insurance coverage.

Members who opt out of the group insurance will receive 50% of current monthly contribution toward a HRA for allowable medical costs. Upon terminating employment member will have ability to spend down funds that have been placed in account for qualifying expenditures until all funds have been expended. Upon death HRA funds will transfer to beneficiaries as per rules of HRA plan.

Sheridan School District agrees that teachers who participate in Plan 9 with a combination of HSA will be given full current insurance contribution toward insurance plan with health savings account.

The number of teachers allowed to opt out shall be determined by the limits established in the medical plans to maintain group participation.

The opting out process must be completed prior to September 7, 2012⁵.

This MOU expires on June 30, 2013⁶ and creates no precedent binding either party in future negotiations.

APPENDIX G

**Memorandum of Understanding
Between
Sheridan School District
And
Sheridan Education Association**

The Sheridan School District and Sheridan Education Association hereby enter into the following Memorandum of Agreement for the purpose of establishing a committee to review the current Insurance options.

1. The District and Association shall form a committee comprised of two individuals appointed by the District, two appointed by the association and two appointed by the Sheridan OSEA, with the charge of reviewing the current insurance options and recommending additions, deletions, or changes to the current options.
2. The committee shall produce a proposed revision to the existing insurance options by March 30, 2016, and shall present the proposed revision to the respective bargaining teams for review.
3. The committee shall have no power to modify the existing collective bargaining agreement.
4. The respective bargaining teams shall review the committee's proposal, and shall meet as necessary prior to taking action to ratify the changes. Upon ratification, revised extra duty schedule shall become part of the collective bargaining agreement.

For the District:

For the Association

Steven Sugg Date

Tim Hart Date