

## MCEA Contract

### Changes Effective July 1, 2021

#### ARTICLE 2: NONDISCRIMINATION

The Association and the District agree that they shall not discriminate against any employee covered by this agreement because of race, color, religion, national origin, gender, age, sexual orientation, marital status, disability, genetics or membership or non-membership in the Association.

**The Union and the District agree that equal employment opportunity and treatment shall be practiced regardless of race, color, national origin, religion, sex, sexual orientation, age, marital status, pregnancy, childbirth or a related medical condition, veterans' status, service in uniformed service, familial status, genetic information, an individual's juvenile records that has been expunged, and disability if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position and regardless of membership or non-membership in the Union.**

#### ARTICLE 15

#### SCHOOL CALENDAR AND SCHOOL WORKYEAR

- A. The school calendar will be established by the District after consulting with employees.
- B. If the last day of school prior to the Christmas vacation falls on December 23<sup>rd</sup> or December 24<sup>th</sup>, dismissal time will be 1:30pm.
- C. For the 2016-17 school year, and for each additional year in the life of this contract, for which the four (4) day student week is continued, there will be:
  - 150 student contact days
  - 6 - 8-hour employee in-service days
  - 7 - 8-hour employee work days
  - 4 – paid holidays: Labor Day, Veteran's Day, Memorial Day, President's Day
  - 2 – 4-hour Friday work days
  - 2 – 4-hour Friday in-service days
  - 4 – 8-hour Friday Enrichment days
  - **Students will utilize the 3-hour delay schedule on Enrichment Fridays**
  - 2 days (or 16 hours) for conferences and 2 hours for Open House (to be added by the building Principal)
  - Total of 171 contract days
- D. There will be parent/teacher conference time following each first and third nine week grading period, or as determined by staff and administration at the building level, with emphasis directed at maximizing parent participation.
- E. It is understood that teacher presence is highly valued at student/parent activities. Teachers' participation in their building's student/parent events is strongly encouraged.
- F. For purposes of accounting leave: A day will be considered eight (8) hours and a half-day four (4) hours.

- G. In the event that there is a snow day on a **Friday** work day – the district will set aside a makeup day within the calendar. For each full snow day, staff will be expected to work half of that time. (Example – 1 snow day; staff work 4 hours on the set aside day; 2 snow days; staff work 8 hours on the set aside day).
- H. Beginning with the 2016/17 school year, inclement weather will no longer be counted as instructional time. The first ~~four (4)~~ **two (2)** days will not be made up but every day after the 4<sup>th</sup> **2<sup>nd</sup>** day will be made up **considered a virtual school day. The district will follow ODE guidelines for what constitutes a virtual school day and all subsequent snow days will be virtual learning days.** The District will earmark tentative make-up days in the district calendar to be used if needed.
- I. **Friday Enrichment Days are not to be full student contact days.**
- **Students will utilize the 3-hour delay schedule on Enrichment Fridays**

## **ARTICLE 19**

### **PROFESSIONAL COMPENSATION**

- A. Salary Schedules
1. The basic salaries of employees covered by this Agreement shall be set forth in Appendix A. A step increase will be granted to those who are eligible.
  2. Appendices B -- F are included for extended responsibility and extra pay, respectively.
- B. ~~Effective with this Agreement, beginning with the 2014-15 school year, employees entering the District shall be given full credit for full-time, contracted and licensed past experience in other districts. Current employees, who did not receive full credit for past service, will be grandfathered in and moved to the step they would be on if not limited to 8 years of experience. Returning PERS retirees and any out of state retirees are restricted to receiving credit for a maximum of 8 years of prior full-time, contracted and licensed service and will be placed on the 9<sup>th</sup> step of the salary schedule in the column corresponding to their training and education. If a retiree is rehired for subsequent years, he/she will be placed once again at the 9<sup>th</sup> step and will not advance on the salary schedule. Morrow County School District retirees may request to work the remainder of the current school year (if retiring mid-year) or one additional year if retiring effective June 30th at their full salary and benefits. After that year, they would have to reapply for the position and interview annually. If selected, at that point, the employee would be placed on the 9<sup>th</sup> step of the salary schedule in the column corresponding to their training and education, with benefits equivalent to their FTE.~~

**In the 2019 session, the Oregon legislature passed SB 1049 to be in effect as of January 1, 2020 and will remain in effect until December 31, 2024. A key aspect of the bill allows PERS retirees to work back without hourly restrictions with the mutual agreement of the employer. The bill also requires employers to pay all employee PERS related costs directed to the state UAL. Each district has the discretion in determining how they will implement this legislation.**

**In order to comply with the new law, MCSD will follow established procedures.**

## ARTICLE 21 INSURANCE

- A. The District shall offer each regular licensed employee and his/her family medical, dental, and vision insurance benefits. The Association and the District shall pick the insurance carrier and coverage given the constraints in Section B herein. The district and the association will explore comparable coverage in the state pool, without increasing out-of-pocket expense, and within the cap.
- B. The District's contribution towards the total cost of premiums for insurance coverage as provided in this contract shall be:
1. From October 1, ~~2020~~ **2021** to the September 30, ~~2021~~ **2022** the District's obligation toward the premium cost shall not exceed ~~\$1575~~ **\$1625** per employee per month.  
  
For staff members who elect ~~Health Plan H~~ **an HSA Plan** – 100% of the difference between the cost of the insurance for ~~Plan H~~ and the ~~\$1575~~ **district** cap will be put into a Health Savings Account (HSA).
  2. For new licensed staff hired for the 2012-13 school year and beyond, the district will pro-rate the district's contribution for the total cost of health insurance premiums as provided in this contract, based on the assignment FTE of the employee in a regular teaching position. (i.e., .75 FTE will receive 75% of benefits; .50 FTE will receive 50% of benefits, etc.).
- C. Insurance benefits, as provided, shall be effective for the entire term of the Agreement. In the event that no new Agreement has been realized by June 30, 2022, the parties stipulate that the benefits provided and the Board's contribution towards the costs of premiums for benefits shall remain in effect at the "status quo" until such time as a successor Agreement is ratified.
- D. The District will provide insurance for repair or replacement of personal items which are used as teaching aids and which are itemized and listed on the District's insurance policy with a \$25.00 deductible. This will be a part of the District's insurance program.
- E. The District maintains the right to determine the method of premium payment for all insurance agreed upon at the most reasonable cost to the District provided that the method chosen does not reduce the insurance benefit to the individual employee.
- F. Subject to the rules and regulations of the insurance carrier, OEBC, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage, and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% of the employee's maximum District insurance contribution as a contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District or the employee.

The remaining 50% will go to the district. Opt-out decisions must be made at annual enrollment.

Eligible employees who do not maintain and provide proof annually of another employer-sponsored group medical plan will not be permitted to opt-out of District sponsored group insurance coverage.

Around April 1<sup>st</sup> of each year the parties agree to a limited re-opener to discuss salary and the insurance cap for the following year.

## **ARTICLE 22**

### **RETIREMENT OPTIONS BENEFITS**

When an employee meets the requirements outlined below and receives retirement benefits under PERS, the District shall offer the following retirement ~~options~~ benefits:

**Application:** An employee desiring to receive any of the benefits outlined in this Article shall notify the Superintendent in writing at least sixty days prior to the anticipated date of retirement.

**Option Benefit #1:** As of July 1, 2003, an employee must have completed twenty (20) years of teaching, of which ten (10) years must have been in service to the School District.

The District shall pay the amount of the District cap toward the monthly premiums for the employee's present insurance programs at the time of retirement for seven (7) years or until employee qualifies for the federal Social Security Medicare coverage, whichever is earlier.

In the event of the employee's death prior to both the end of the seven-year period and coverage under Medicare, the District, if the spouse of the teacher is, at the time of the employee's death not covered by Medicare, shall pay monthly premiums incident to covering such spouse until such time as the seven-year period would have expired or the employee's spouse becomes covered by Medicare, whichever occurs first.

The District agrees to allow a retired employee to buy group health / medical insurance beyond the seven years described above, until Medicare benefits start, under the following conditions:

1. Such coverage is available under the current insurance carrier.
2. There is no cost to the District beyond the clerical costs.

**Option Benefit #1** is available only to those employees who have met the qualifications as explained above as of July 1, 2003.

**Option Benefit #2:** Those employees who do not meet the qualifications for **Option Benefit #1** above, but have been with the District at least 10 years or more shall, upon proper application as outlined above, receive a monthly amount equal to 1/35<sup>th</sup> of the seven-year premium amount, as outlined in **Option Benefit #1** above for each year of service prior to July 1, 2002. These employees shall also have the option to participate in a prospective matching program, with the District contributing up to \$50 per month each into a TSA or a qualifying retirement plan of the employees choosing and the employee contributing an equivalent amount through payroll deduction, as long as at least 30 certified employees choose a particular company and the employee is otherwise eligible to participate. The requirement for at least 30 certified employees using a particular company shall not apply if there are less than 4 companies being

used by certified employees at the time. Employees may contribute more than \$50 per month, however the District will only match up to \$50 per month.

**Option Benefit #3:** Those employees who were hired prior to July 1, 2002, but have less than 10 years with the District as of July 1, 2002 shall have the opportunity to participate in a matching program, with the District and the employee contributing up to \$35 per month each into a TSA or qualifying retirement plan of their choosing, as long as at least 30 certified employees choose a particular company and the employee is otherwise eligible to participate. The requirement for at least 30 certified employees using a particular company shall not apply if there are less than 4 companies being used by certified employees at the time. Employees may contribute more than \$35 per month, however the District will only match up to \$35 per month.

**Option Benefit #4:** Those employees who are hired after July 1, 2002, shall have the opportunity to participate in a matching program, with the District and the employee contributing up to \$20 per month each into a TSA account or qualifying retirement plan of their choosing, as long as at least 30 certified employees choose the company and the employee is otherwise eligible to participate. The requirement for at least 30 certified employees using a particular company shall not apply if there are less than 4 companies being used by certified employees at the time. Employees may contribute more than \$20 per month, however the District will only match up to \$20 per month.

## Financials

COLA – 4% added to:

- appendix A (longevity)
- salary schedule
- extra duty schedule
- appendix F (coaching)

Insurance - \$50 added to cap

## Salary Schedule Changes

### SALARY APPENDIX A

Salary for 2020–2021 **2021-2022** will be steps and columns to all who qualify, plus longevity if it is earned.

Longevity will be based on years of service in Morrow County School District will be paid on the second pay period of the school year.

Starting at the beginning of the 10<sup>th</sup> year through the 14<sup>th</sup> year will be \$299 **\$311**

Starting at the beginning of the 15<sup>th</sup> year through the 19<sup>th</sup> year will be \$477 **\$496**

Starting at the beginning of the 20<sup>th</sup> year through the 24<sup>th</sup> year will be \$657 **\$683**

Starting at the beginning of the 25<sup>th</sup> year through the 29<sup>th</sup> year will be \$835 **\$868**

Starting at the 30<sup>th</sup> year longevity pay will be \$1,016 **\$1057** for each year thereafter.

Morrow County School District Licensed Salary						
2020-21 Salary Schedule – 3% COLA + 4% for 4 extra days						
Step	BA/BS+0 BA/BS+15 -	BA/BS+30	BA/BS+45	STD+0 MA/MS+0 -BA+60	STD+30 MA/MS+30 BA+95	STD+45 MA/MS+45 -
1	\$42,953	\$43,977	\$45,077	\$46,205	\$47,357	\$48,541
2	\$44,206	\$45,260	\$46,392	\$47,551	\$48,739	\$49,957
3	\$45,496	\$46,582	\$47,748	\$48,939	\$50,164	\$51,416
4	\$46,826	\$47,939	\$49,141	\$50,369	\$51,628	\$52,918
5	\$48,194	\$49,341	\$50,577	\$51,839	\$53,136	\$54,464
6	\$49,600	\$50,782	\$52,052	\$53,352	\$54,689	\$56,054
7	\$51,048	\$52,265	\$53,573	\$54,911	\$56,285	\$57,692
8	-	\$53,792	\$55,136	\$56,515	\$57,928	\$59,485
9	-	\$55,362	\$56,745	\$58,166	\$59,619	\$61,110
10	-	-	\$58,402	\$59,864	\$61,360	\$62,894
11	-	-	\$60,108	\$61,612	\$63,152	\$64,732

12	-	-	\$61,863	\$63,411	\$64,997	\$66,621
13	-	-	\$63,671	\$65,264	\$66,893	\$68,568
14	-	-	-	\$67,168	\$68,848	\$70,569
15	-	-	-	\$69,127	\$70,860	\$72,628
16	-	-	-	\$73,437	\$75,272	\$77,154
2020-21 Daily						
Step	BA/BS+0 BA/BS+15 -	BA/BS+30	BA/BS+45	STD+0 MA/MS+0 -BA+60	STD+30 MA/MS+30 BA+95	STD+45 MA/MS+45 -
1	\$245	\$251	\$258	\$264	\$271	\$277
2	\$253	\$259	\$265	\$272	\$279	\$285
3	\$260	\$266	\$273	\$280	\$287	\$294
4	\$268	\$274	\$281	\$288	\$295	\$302
5	\$275	\$282	\$289	\$296	\$304	\$311
6	\$283	\$290	\$297	\$305	\$313	\$320
7	\$292	\$299	\$306	\$314	\$322	\$330
8	-	\$307	\$315	\$323	\$331	\$340
9	-	\$316	\$324	\$332	\$341	\$349
10	-	-	\$334	\$342	\$351	\$359
11	-	-	\$343	\$352	\$361	\$370
12	-	-	\$354	\$362	\$371	\$381
13	-	-	\$364	\$373	\$382	\$392
14	-	-	-	\$384	\$393	\$403
15	-	-	-	\$395	\$405	\$415
16	-	-	-	\$420	\$430	\$441

**Morrow County School District Licensed Salary**

2021-22 Salary Schedule - 4% COLA						
Step	BA/BS+0 BA/BS+15	BA/BS+30	BA/BS+45	STD+0 MA/MS+0 BA+60	STD+30 MA/MS+30 BA+95	STD+45 MA/MS+45
1	\$44,671	\$45,736	\$46,880	\$48,053	\$49,251	\$50,483
2	\$45,974	\$47,070	\$48,248	\$49,453	\$50,689	\$51,955
3	\$47,316	\$48,445	\$49,658	\$50,897	\$52,171	\$53,473
4	\$48,699	\$49,857	\$51,107	\$52,384	\$53,693	\$55,035
5	\$50,122	\$51,315	\$52,600	\$53,913	\$55,261	\$56,643
6	\$51,584	\$52,813	\$54,134	\$55,486	\$56,877	\$58,296
7	\$53,090	\$54,356	\$55,716	\$57,107	\$58,536	\$60,000
8		\$55,944	\$57,341	\$58,776	\$60,245	\$61,864
9		\$57,576	\$59,015	\$60,493	\$62,004	\$63,554

10			\$60,738	\$62,259	\$63,814	\$65,410
11			\$62,512	\$64,076	\$65,678	\$67,321
12			\$64,338	\$65,947	\$67,597	\$69,286
13			\$66,218	\$67,875	\$69,569	\$71,311
14				\$69,855	\$71,602	\$73,392
15				\$71,892	\$73,694	\$75,533
16				\$76,374	\$78,283	\$80,240

**2021-22 Daily**

Step	BA/BS+0	BA/BS+30	BA/BS+45	STD+0	STD+30	STD+45
	BA/BS+15			MA/MS+0	MA/MS+30	MA/MS+45
				BA+60	BA+95	
1	\$255	\$261	\$268	\$275	\$281	\$288
2	\$263	\$269	\$276	\$283	\$290	\$297
3	\$270	\$277	\$284	\$291	\$298	\$306
4	\$278	\$285	\$292	\$299	\$307	\$314
5	\$286	\$293	\$301	\$308	\$316	\$324
6	\$295	\$302	\$309	\$317	\$325	\$333
7	\$303	\$311	\$318	\$326	\$334	\$343
8		\$320	\$328	\$336	\$344	\$354
9		\$329	\$337	\$346	\$354	\$363
10			\$347	\$356	\$365	\$374
11			\$357	\$366	\$375	\$385
12			\$368	\$377	\$386	\$396
13			\$378	\$388	\$398	\$407
14				\$399	\$409	\$419
15				\$411	\$421	\$432
16				\$436	\$447	\$459

**2020-21 Extra Duty Salary Schedule  
Appendix E**

**2020-21 Extra Duty Schedule**

Step/Column	A	B	C	D	E	F
0	4049	3168	2817	2463	1760	1497
1	4226	3344	2992	2641	1848	1583
2	4399	3522	3168	2817	1935	1673
3	4576	3697	3344	2992	2025	1760
4	4753	3873	3522	3168	2114	1848



**2021-22 Extra Duty Salary Schedule  
Appendix E**

**2021-22 Extra Duty Schedule**

Step/Column	A	B	C	D	E	F
0	4211	3295	2930	2561	1831	1556
1	4395	3478	3112	2747	1922	1646
2	4575	3662	3295	2930	2013	1740
3	4759	3845	3478	3112	2106	1831
4	4944	4028	3662	3295	2198	1922

**2020-21  
COACHES SALARY SCHEDULE  
Appendix F**

Step/Column	A	B	C	D	E	F	G
	High School AD	High School Head Coaches	High School JV Coaches	High School 3 <sup>rd</sup> Asst. or C Team	Jr. High AD	Jr. High Head Coach	Jr. High Asst. Coach
0	4287	4028	3118	2078	2143	1420	1071
1	4514	4185	3248	2208	2257	1592	1242
2	4769	4501	3378	2338	2383	1763	1329
3	4968	4765	3505	2467	2483	1935	1415
4	5196	5065	3637	2597	2597	2107	1500

*Cheerleading coach is for two seasons – football & basketball*

**2021-22  
COACHES SALARY SCHEDULE  
Appendix F**

Step/Column	A	B	C	D	E	F	G
	High School AD	High School Head Coaches	High School JV Coaches	High School 3 <sup>rd</sup> Asst. or C-Team	Jr. High AD	Jr. High Head Coach	Jr. High Asst. Coach
0	4458	4189	3243	2161	2229	1477	1114
1	4695	4352	3377	2297	2347	1656	1292
2	4960	4681	3514	2432	2479	1834	1382
3	5166	4955	3645	2566	2583	2013	1472
4	5404	5267	3782	2700	2700	2192	1560

*Cheerleading coach is for two seasons – football & basketball*