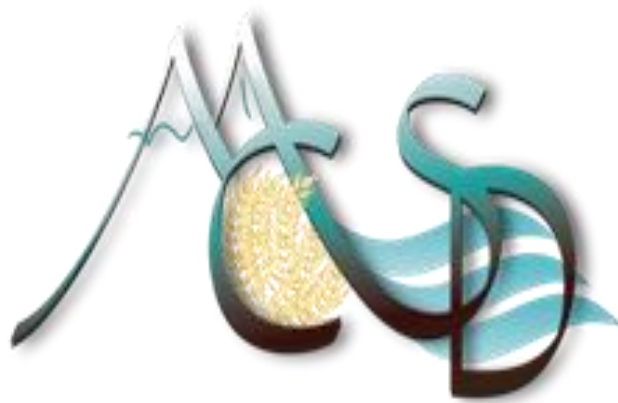


Morrow County School District

and

Morrow County Education Association



July 1, 2013 to June 30, 2017

Morrow County School District does not discriminate on the basis of race, religion, color, national origin, disability, marital status, genetic testing, age or sex in providing employment, education or access to education services, activities and programs in accordance with Title VI, Title IX and other civil rights and discrimination issues; Section 504 of the Rehabilitation Act of 1973 as amended; and the Americans with Disabilities Act of 1990.

ARTICLE 15

SCHOOL CALENDAR AND SCHOOL WORKYEAR

- A. The school calendar will be established by the District after consulting with employees.
- B. The school work year shall be within the confines of the school calendar and shall not exceed 190 days. There shall not be more than 179 student contact days, 3 inservice days, 4 workdays and 4 holidays (Labor Day, Veteran's Day, Memorial Day and President's Day).
- C. If the last day of school prior to the Christmas vacation falls on December 23rd or December 24th, dismissal time will be 1:30pm.
- ~~D.~~ For the 1998-99 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; ~~three (3)~~ **six (6)** employee inservice days; four (4) employee work days; four (4) paid holidays; ~~eight (8)~~ **six (6)** additional four (4) hour Fridays; ~~four (4) additional 8.5 hour Fridays;~~ **18 hours total for conferences to be added by the building principal.**
- E. 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.
- F. 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.
- G. For purposes of accounting leave: A day will be considered eight (8) hours and a half-day four (4) hours.
- H. **In the event that there is a snow day on a 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).**

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 & C are included for extended responsibility and extra pay, respectively.
- B. Effective with this Agreement, employees entering the District shall be given full credit for up to eight (8) years past experience in other districts. Returning PERS retirees are on annual contracts and will be placed at step 8 each year.
- C. For movement on the salary schedule: Hours earned toward advancement on this salary schedule shall be upper division or graduate hours; in-district credit as approved by the principal, and the superintendent or designee; or, lower division credit that relates to district goals.
- D. Any employee who intends to advance horizontally on the salary schedule must notify the clerk by ~~January 31~~ **March 15th** preceding the year in which the advance will occur.
- E. When an employee has earned the right to a higher salary by reason of increased professional training, the change shall be made at the start of the school year. Certificate of earned credits for this purpose shall be by transcript or by certificate of completion and filed in the Superintendent's office by November 1st. The district will not accept online grades.
- F. All placements on the salary schedule are based on a BA degree and a legal Oregon Teaching License. For purposes of this schedule, the columns and their degree designation assume that the teaching license was earned at the time of the granting of the degree and that hours granted beyond the degree are also hours beyond the earning qualifications for teaching.
- G. If a regular pay date during the school term falls on a day when school is not in session, employees shall receive pay on the last day of the school session. During the summer period, checks shall be mailed prior to the regular pay date to the designated address of the employee. Each employee shall receive 2 of his/her

summer paychecks on the last work day that school is in session, and the 3rd either by mail or direct deposit within 5 business days.

- H. Any balance in the Board's contractual salary, due to an employee not returning to the District, shall be paid on the last workday of the school term unless otherwise provided by the written consent of the teacher.
- I. Each employee shall be paid on the basis of twelve (12) or ten (10) equal payments, whichever the employee should select.

ARTICLE 21 INSURANCE

- A. The District shall provide each regular licensed employee and his/her family with 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, 2013 to September 30, 2014~~ October 1, 2014 to September 30, 2015 the District's obligation toward the premium cost shall not exceed \$1200 per employee per month. Additionally money will be added to an "insurance pool" based on the number of opt-out VEBA participants (See "F" below).

For staff members who elect Health Plan H - 80% of the difference between the cost of the insurance for Plan H and the \$1200 cap will be put into a Health Savings Account (HSA). For staff who elect Health Plan H and are still under the Section 125 Plan, the district will set aside in an account for anyone wanting to convert from the Section 125 Plan to the HSA, at the end of the Section 125 year - March 1st.
 - 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, 2017, 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, OEGB, 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% (\$600) 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.

Of the remaining \$600 eighty percent (80%) or \$480 will go into an insurance pool and will be divided among the remaining active employees enrolled in OEGB plans. Opt-out decisions must be made at annual enrollment and the "pool" will be based upon opt-outs 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 1st of each year the parties agree to a limited re-opener to discuss salary and the insurance cap for the following year.

SALARY

APPENDIX A

Note: Step placement on these salary schedules is determined as follows:

- Employees hired before August, 1998 and thereafter are placed on the step consistent with previous experience recognized by the District.
 - Employees hired in August of 1998 and thereafter are placed on the step consistent with their current year of employment recognized by the District.
-

Salary for ~~2013-14~~ **2014-15** will be steps and columns to all who qualify, plus longevity if it is earned. **Additionally, 3% will be added to Appendix C only.**

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

Starting at the beginning of the 10th year through the 14th year will be \$250
Starting at the beginning of the 15th year through the 19th year will be \$400
Starting at the beginning of the 20th year through the 24th year will be \$550
Starting at the beginning of the 25th year through the 29th year will be \$700
Starting at the 30th year longevity pay will be \$850 for each year thereafter.

These are the re-opener language changes that have been agreed upon by Morrow County Education Association and Morrow County School District for the ~~2013-14~~ **2014-15** school year. Additionally, the above changes have been made a part of the master contract and will be made available to the Association, along with this signature page.

EXTENDED DAYS SCHEDULE

APPENDIX B

General supervision and/or ticket selling at all sporting events, dances, concerts, drama productions, committee, club class activities, or any other school function outside regular working hours or extending past regular working hours will be paid at the rate of \$10 per hour. Building administrators shall first seek volunteers for these assignments before assigning teachers on an involuntary basis to perform general supervision. No teacher shall be compelled to perform general supervision in excess of eight hours per month.

Extended Contracts

See administrative guidelines for a detailed listing of extended contract responsibilities.

Music/Band	Five (5) days extended contract
Special Education	Five (5) days extended contract
Vocational Agriculture	Thirty (30) days extended contract or as recommended by the principal and approved by the Superintendent
Art	Three (3) days extended contract
Shop	Three (3) days extended contract
Counseling	
Heppner Jr/Sr High	Fifteen (15) days extended contract
Riverside Jr/Sr High	Fifteen (15) days extended contract
Irrigon Jr/Sr High	Fifteen (15) days extended contract
Library	
Assignment of extended contracts for librarians is dependent upon the size and complexity of the media center operation. Librarian extended contracts are established as follows: (This does not extend to instructional assistants assigned to the library.)	
Heppner Jr/Sr High	Ten (10) days extended contract
Heppner Elem	Ten (10) days extended contract
Riverside Jr/Sr High	Ten (10) days extended contract
Irrigon Jr/Sr High	Ten (10) days extended contract
A.C. Houghton Elem	Ten (10) days extended contract
Sam Boardman Elem	Ten (10) days extended contract

Upon a request, the appropriate District agent shall meet with the involved teacher to discuss the duties in the extended contract. In the event of a dispute over said duties, the determination of the District's agent shall prevail.

~~2013-14 Salary Schedule - Appendix C - 3% added to 2011-13 schedule~~

2014-15 Salary Schedule - Appendix C - 3% added to the 2013-14 schedule

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
A	1	\$33,690	\$34,493	\$35,356	\$36,241	\$37,145	\$38,073
B	2	\$34,673	\$35,500	\$36,388	\$37,297	\$38,229	\$39,185
C	3	\$35,686	\$36,537	\$37,451	\$38,386	\$39,347	\$40,329
D	4	\$36,729	\$37,602	\$38,544	\$39,508	\$40,494	\$41,507
E	5	\$37,801	\$38,701	\$39,670	\$40,661	\$41,678	\$42,719
F	6	\$38,904	\$39,831	\$40,828	\$41,848	\$42,895	\$43,967
G	7	\$40,040	\$40,994	\$42,020	\$43,070	\$44,148	\$45,251
H	8		\$42,192	\$43,247	\$44,329	\$45,436	\$46,571
I	9		\$43,424	\$44,509	\$45,623	\$46,763	\$47,932
J	10			\$45,808	\$46,955	\$48,129	\$49,331
K	11			\$47,147	\$48,326	\$49,534	\$50,773
L	12			\$48,523	\$49,737	\$50,981	\$52,255
M	13			\$49,941	\$51,190	\$52,468	\$53,781
N	14				\$52,684	\$54,001	\$55,351
O	15				\$54,221	\$55,579	\$56,967
P	16				\$57,601	\$59,041	\$60,517

3% added for 2013-14

3% added for 2014-15

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
A	1	\$199	\$204	\$209	\$214	\$220	\$225
B	2	\$205	\$210	\$215	\$221	\$226	\$232
C	3	\$211	\$216	\$222	\$227	\$233	\$239
D	4	\$217	\$222	\$228	\$232	\$240	\$246
E	5	\$224	\$229	\$235	\$241	\$247	\$253
F	6	\$230	\$236	\$242	\$248	\$254	\$260
G	7	\$237	\$243	\$249	\$255	\$261	\$268
H	8		\$250	\$256	\$262	\$269	\$276
I	9		\$257	\$263	\$270	\$277	\$284
J	10			\$271	\$278	\$285	\$292
K	11			\$279	\$286	\$293	\$300
L	12			\$287	\$294	\$302	\$309
M	13			\$295	\$303	\$311	\$318
N	14				\$312	\$320	\$328
O	15				\$321	\$329	\$337
P	16				\$341	\$349	\$358

EXTRA DUTY PAY SCHEDULE

APPENDIX D

~~A. Mentor Teachers~~

B.

C. Head Teacher

D. Coordinator of Talented and Gifted

Music - Band

Cheerleading Coach - Move to 2A Head Coach Schedule

~~Computer Coordinator~~

D.A.R.T. Coordinator

ELL Site Coordinator

~~E. Music Chorus~~

~~Dance Team Advisor~~

F. Annual, Drama (2 act play) Advisor

~~Newspaper advisor~~

G. Outdoor Education Advisors (required duty for 6th grade teachers) \$250/year

2012-13 Extra Duty Schedule
Appendix E - same for 2013-14 & 2014-15

Step/Column	A	B	C	D	E	F
0	2508	1771	1475	1181	1032	738
1	2655	1918	1622	1327	1107	811
2	2803	2064	1771	1475	1181	959
3	2951	2213	1918	1622	1254	1032
4	3098	2361	2064	1771	1327	1107
5	3246	2508	2213	1918	1402	1181
6	3393	2655	2361	2064	1475	1254
7	3542	2803	2508	2213	1549	1327
8	3687	2951	2655	2361	1622	1402
9	3835	3098	2803	2508	1697	1475
10	3984	3246	2951	2655	1771	1549

2012-13 - Same for 2013-14 & 2014-15

COACHES SALARY SCHEDULE

Appendix F

3-A

All 3rd assistants or C-Team coaches will be assigned to Column E

Step/Column	A	B	C	D	E
	AD	Head Coaches	JV Coaches	HD Golf, Tennis	3 rd Asst or C-Team Golf, Tennis
0	3592	3375	2612	2775	1741
1	3783	3508	2722	2923	1850
2	3996	3772	2830	3079	1960
3	4164	3992	2938	3260	2067
4	4354	4245	3048	3375	2177

2-A

All 3rd assistants or C-Team coaches will be assigned to Column D

Step/Column	A	B	C	D
	AD	Head Coaches Cheerleading Coach	JV Coaches Hd Golf, Tennis, & Wrestling	3 rd Asst. or C-Team Coaches (Golf, Tennis)
0	2775	2722	2177	1274
1	2923	3013	2366	1379
2	3069	3305	2525	1485
3	3260	3594	2699	1590
4	3375	3886	2880	1695

Cheerleading coach is for two seasons - football & basketball

Junior High Coaches Schedule

Step/Column	Head Coach	Asst Coach
0	1190	898
1	1334	1041
2	1478	1113
3	1622	1186
4	1766	1257

