

# **MCEA Contract Changes Effective July 1, 2022**

Licensed Negotiations ~~July 1, 2019 to June 30, 2022~~ **July 1, 2022 – June 30, 2025**

## **ARTICLE 7 EMPLOYEE EVALUATION**

- A. The evaluation process shall be in accordance with the District's evaluation policy.
- B. At the beginning of the school year a copy of the District's evaluation procedure will be provided to all employees via the District's website. Hard copies will be made available upon employee request.
- C. Observations of work performance shall be conducted openly and with full knowledge of the employee.
- D. In preparation for a formal observation, a pre-observation conference, which includes but is not limited to establishment of performance goals based on performance standards, and post-observation conference will be held with the employee.
- E. ~~Copies of all written reports concerning a classroom employee which are placed in the personnel file shall be signed by the employee and a copy shall be given to the employee.~~  
**Evaluations will be completed using the Talent Ed Perform platform. All documents shall be electronically signed by the employee and the supervisor. Records from prior years will continue to be available, but the employee is encouraged to make copies if they choose to.**
- F. Before changes are made to the evaluation ~~policy~~ **handbook**, the District will meet and consult with representatives of the Association.

## **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 **with at least 50% of the time dedicated to staff work time**
  - 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 daysStudents 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 175 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 **non-student** Friday **inservice**/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 two (2) inclement weather days will not be made up. The 3<sup>rd</sup> and 4<sup>th</sup> day will utilize the remaining Friday Enrichment Days, which will count as instructional time for students. Every day after that will become a virtual school day utilizing the three (3) hour delay. up but every day after the 2nd day will be 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.~~ **Virtual School Day expectations:**
- a. Teachers – Update Google classrooms; provide open office time for students to check in; make calls to students using Google #, check in with students regarding completion of packet work (K-6).
  - b. Counselors – reach out to families that may have additional struggles with severe weather
- 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. 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.

- 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 Human Resources by March 15<sup>th</sup> 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 Human Resources office by November 1<sup>st</sup>. 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. Each employee shall receive 2 of his/her summer paychecks on the last work day that school is in session, one of which will be paper and the 3<sup>rd</sup> either by mail or direct deposit within 5 business days. Unused personal leave will be included, or cost of third personal day used will be deducted from in the employees final check of the school year. ~~(10 month pay employees — last working day; 12 month pay employees — 3<sup>rd</sup> and final check of the school year.)~~
- 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.~~
- J. The District and the Association recognizes that teachers offering Early College Credit (e.g Eastern Promise & CTE Dual Credit) incur an additional workload. Teachers who teach these classes are expected to participate in PLC meetings, common scoring sessions, and curriculum development as appropriate. Teachers will be offered a flat compensation of \$100 per credit for the course(s) being offered. Compensation is for each course offered, not the number of times the course is offered. Compensation will be received with the employee's last check of the school year. Staff administering a challenge test are not eligible for this compensation. Non-instructed courses will not be compensated.
- K. The District shall pay the 6% employee contribution on behalf of the employee to the Public Employee Retirement System.

## 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, 2021~~ **October 1, 2022** to the ~~September 30, 2022~~ **September 30, 2023** the District's obligation toward the premium cost shall not exceed ~~\$1625~~ **\$1700** per employee per month.

For staff members who elect an ~~HAS~~ **HSA** Plan – 100% of the difference between the cost of the insurance and the 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, 2020~~ **June 30, 2023**, 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 24 PAID LEAVES OF ABSENCE

### A. Personal Leave \*

1. Each licensed employee will be granted twenty-four (24) hours non-cumulative personal leave per year. The licensed employee will provide a minimum of two (2) days notice, if possible, before taking such leave. The Board agrees to compensate employees at the individual's daily rate for unused personal leave days.

### B. Bereavement

Up to 32 hours bereavement leave, per event, will be granted upon the death of a member of the immediate family or death of a person who, because of close association, is perceived as a family member.

~~Definition of "Family Member" means spouse ("spouse" means individuals in a marriage including "common law" marriage and same-sex marriage), custodial parent, noncustodial parent, adoptive parent, stepparent or foster parent, biological parent, child of the employee (biological, adopted, foster or step child, a legal ward or child of the employee standing in loco parentis) or a person with whom the employee is or was in a relationship of "in loco parentis", grandparent, grandchild, parents-in-law or the parents of the employee's registered domestic partner.~~

Members of the immediate family are defined as follows: spouse ("spouse means individuals in a marriage including "common law" marriage and same sex marriage), father, father-in-law, mother, mother-in-law, brother, brother-in-law, sister, sister-in-law, son, son-in-law, daughter, daughter-in-law, grandparents, grandchildren and relatives living in the immediate household.

In the event of a death involving other than those mentioned above, only the superintendent may approve the request for leave.

### C. Paid Oregon Sick Time \*

In accordance with the Oregon Sick Time statute, the district agrees to pay up to forty (40) hours per year of paid sick time. This leave may be used in the case of mental or physical illness, injury or health condition, need for medical diagnosis, treatment of a mental or physical illness, injury or health condition, or need for preventative medical care for self or for care of family member for reasons listed above. Paid sick time may also be used for the death of a family member, bereavement, or participation in a legal or civil proceeding related to domestic violence, harassment, sexual assault, or stalking. This paid sick time will be front-loaded to the employee at the beginning of each year.

Definition of "Family Member" means spouse ("spouse" means individuals in a marriage including "common law" marriage and same-sex marriage), custodial parent, noncustodial parent, adoptive parent, stepparent or foster parent, biological parent, child of the employee (biological, adopted, foster or step child, a legal ward or child of the employee standing in loco parentis) or a person with whom the employee is or was in a relationship of "in loco parentis", grandparent, grandchild, parents-in-law or the parents of the employee's registered domestic partner.

#### D. Abnormal Situations

In the event school is closed due to inclement weather and students are not asked to report, teachers shall not be required to report to work nor shall they suffer a loss of pay. The District shall, however, have the right to make up such days without additional compensation.

In situations where an employee cannot report to work because of flood, storm, or other acts of God, he/she will be paid if he/she has made every reasonable effort to anticipate such emergency and to make the necessary arrangements to be available for work. In these cases, the employee will notify the District as soon as possible of his/her absence.

#### E. Jury Duty and Court Appearances

1. Employees called to jury duty will be paid their regular salary. Payments received for jury service shall be forwarded to the District Office.
2. Employees under subpoena to testify as a witness before a court, or other bona fide judicial body will be paid their regular salary. Payments received for service as a witness will be forwarded to the District Office.

\*Proration of Leave: Leave marked with an “\*” in this article will be prorated for those employees who by contract or by unpaid leave work less than a full year for the District. This proration will not be retroactive. It will only impact leave available during the shortened contract or at the onset of unpaid leave.

#### F. Emergency Response Volunteers

The district recognizes that it is important for employees to volunteer within their communities. Employees shall be excused during their workday to volunteer for their local fire departments when needed, with no penalties or loss of salary provided the following be met:

1. No substitute is needed to cover the absence because it is not allowable on a student day.
2. A letter from the local fire chief stating the employee was in fact volunteering during an emergency.
3. Payments received for voluntary service shall be forwarded to the district office.

## **ARTICLE 26 PROFESSIONAL & EDUCATIONAL DEVELOPMENT**

### **Tuition Reimbursement**

The District will set aside \$60,000 annually for tuition reimbursement opportunities for qualified staff.

#### **NOTE:**

- For institutions on the semester system, each two semester hours shall be considered three quarter hours.
- The reimbursement year shall be considered July 1 through June 30.

### Reimbursement Rate

Rate of payment will not exceed the actual tuition at an Oregon state college rate for up to 9 quarter credits. Any non-state college course taken will be paid at the average rate of tuition only of the 6 Oregon state colleges. All credits must be received and reimbursement applied for in the same fiscal year. Any payment for coursework made between June 1<sup>st</sup> and June 30<sup>th</sup> for summer term will be recognized as being in the new fiscal year.

### Application Period

Reimbursement will be on a first-come, first served basis, with all applications made no later than May 15<sup>th</sup> of each year for credits earned that school year.

### Eligibility

The District will reimburse for tuition under the following guidelines:

- 1) Upper division or graduate level coursework required by Teacher Standards & Practices Commission for full Oregon licensure and/or to be considered highly qualified (HQ) under NCLB legislation; Verification required for approval; or
- 2) Coursework taken as part of a master's program in the education field; or
- 3) Upper division and/or graduate level credit that is germane to the teaching assignment and/or in line with school and/or district goals; or
- 4) Upper division or graduate level coursework that is at the discretion of the district and taken for the upgrading of a license (i.e., adding additional endorsements, administrative licensure, etc); or
- 5) The teacher must obtain written approval from the superintendent, assistant superintendent or human resources director, on the district approval form, prior to the start of the any coursework for undergraduate/lower division or graduate credit not met by 1-4 above (i.e., lower division language classes, computer courses, etc.)

### Proof of Completion

In addition to the coursework restrictions provided above, the following requirements must be satisfied by the employee before reimbursement will occur:

- 1) The teacher must submit an itemized receipt for the amount of tuition paid.
- 2) The employee must submit a transcript or grade slip indicating a "pass" grade or better. No online grades will be accepted.
- 3) The employee may submit for tuition reimbursement prior to receiving a transcript, but must do this on or before May 15<sup>th</sup> for credits earned that school year.

### Service Requirement

Three years of service in the District following the receipt of tuition reimbursement is required for all recipients. In the event that an employee voluntarily terminates their employment with the District they will be required to reimburse back to the District on a pro-rated basis any tuition support received within the three-year window.

If the employee resigns prior to fulfilling the agreement, repayment of tuition reimbursement to the district will be taken out of employees last checks.

Special circumstances may warrant the Superintendent to waive a portion or all of the money received by a teacher under the Tuition Reimbursement in this article. Staff on leave must return to work before any payment is made.

### **Workshops/Conferences/Professional Events**

The district will set aside \$15,000 for workshops, conferences and/or professional events for teachers. All requests must be approved by the principal and/or site

council before being forwarded to the Director of Educational Services for final approval. Teachers must select events that are germane to their teaching assignment or are in accordance with school and/or district goals. Licensed staff that do not receive prior approval may attend one event with the district paying no more than \$150.

#### **Emergency or Restricted Licensure Completion**

A teacher hired on an emergency or restricted license who is required to be absent on a contract day to complete coursework for their license will not be charged for paid or unpaid leave.

### **ARTICLE 27 NEGOTIATION PROCEDURE**

- A. This contract between the Association and the District supersedes the previous collective bargaining Agreement.
- B. This contract shall continue as written unless changed in negotiations. Either the District or the Association may notify the other of its wish to open negotiations under law. Such notification and request to open negotiations shall be made prior to October 1, prior to the June 30 ending of the current Agreement.
- C. The parties shall be obligated to provide each other information as required by ORS 243.672 (1) (e) and ORS 243.673 (2) (b), respectively.
- D. This Agreement may not be modified in whole or in part by the parties except by an instrument in writing by both parties.
- E. ~~The District shall print copies of the final Agreement; one copy shall be placed in each of the District schools. Incoming teachers to the District shall be given a complete copy of the final Agreement.~~ The District shall **electronically** send **the Agreement that includes all applicable signatures** ~~one of the printed copies~~ to the Association. **A current copy of the agreement will be available on the District website.**
- F. Around April 1<sup>st</sup> of each year of this agreement, the parties agree to a limited re-opener to discuss the financial package, including salary, insurance and/or other health related benefits, for the following year. Each side may also bring forward two (2) additional, non-financial issues for consideration.



## Financials

COLA – 7% added to:

- appendix A (longevity)
- salary Schedule
- appendix D (extra duty)
- appendix F (coaching)

Insurance - \$75 added to the cap

## Salary Schedule Changes

### **SALARY**

#### APPENDIX A

Salary for ~~2021 – 2022~~ **2022 – 2023** 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 ~~\$311~~ **\$333**

Starting at the beginning of the 15<sup>th</sup> year through the 19<sup>th</sup> year will be ~~\$496~~ **\$531**

Starting at the beginning of the 20<sup>th</sup> year through the 24<sup>th</sup> year will be ~~\$683~~ **\$731**

Starting at the beginning of the 25<sup>th</sup> year through the 29<sup>th</sup> year will be ~~\$868~~ **\$929**

Starting at the 30<sup>th</sup> year longevity pay will be ~~\$1,057~~ **\$1131** for each year thereafter.

## 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 \$20 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. Employees with extended contracts must submit their extended contract calendar to building administration.

#### Extended Contracts

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

Music/Band	Five (5) days extended contract
Special Education	<del>Five (5)</del> <b>Ten (10)</b> days extended contract
Vocational Agriculture	Thirty (30) days extended contract or as recommended by the principal and approved by the Superintendent
CTSO Advisor (Career & Tech Student Organization)	Eight (8) 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
Head Teacher	Forty (40) 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.

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+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	\$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

Morrow County School District Licensed Salary

**2022-23 Salary Schedule - 7% 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	\$47,798	\$48,938	\$50,162	\$51,417	\$52,699	\$54,017
2	\$49,192	\$50,365	\$51,625	\$52,915	\$54,237	\$55,592
3	\$50,628	\$51,836	\$53,134	\$54,460	\$55,823	\$57,216
4	\$52,108	\$53,347	\$54,684	\$56,051	\$57,452	\$58,887
5	\$53,631	\$54,907	\$56,282	\$57,687	\$59,129	\$60,608
6	\$55,195	\$56,510	\$57,923	\$59,370	\$60,858	\$62,377
7	\$56,806	\$58,161	\$59,616	\$61,104	\$62,634	\$64,200
8		\$59,860	\$61,355	\$62,890	\$64,462	\$66,194
9		\$61,606	\$63,146	\$64,728	\$66,344	\$68,003
10			\$64,990	\$66,617	\$68,281	\$69,989
11			\$66,888	\$68,561	\$70,275	\$72,033
12			\$68,842	\$70,563	\$72,329	\$74,136
13			\$70,853	\$72,626	\$74,439	\$76,303
14				\$74,745	\$76,614	\$78,529
15				\$76,924	\$78,853	\$80,820
16				\$81,720	\$83,763	\$85,857

**2022-2023 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	\$273	\$280	\$287	\$294	\$301	\$309
2	\$281	\$288	\$295	\$302	\$310	\$318
3	\$289	\$296	\$304	\$311	\$319	\$327
4	\$298	\$305	\$312	\$320	\$328	\$336
5	\$306	\$314	\$322	\$330	\$338	\$346
6	\$315	\$323	\$331	\$339	\$348	\$356
7	\$325	\$332	\$341	\$349	\$358	\$367
8		\$342	\$351	\$359	\$368	\$378
9		\$352	\$361	\$370	\$379	\$389
10			\$371	\$381	\$390	\$400
11			\$382	\$392	\$402	\$412
12			\$393	\$403	\$413	\$424
13			\$405	\$415	\$425	\$436
14				\$427	\$438	\$449
15				\$440	\$451	\$462
16				\$467	\$479	\$491

## EXTRA DUTY PAY SCHEDULE

### APPENDIX D

- A. 100 Hours\*
- B. 80 Hours\*
- C. 70 Hours\*
- D. 60 Hours\*
  - SPED Coordinator
  - Coordinator of Talented and Gifted – Afterschool and/or Friday School Enrichment (all students)
  - Music – Band
  - D.A.R.T. Coordinator
  - ELL Site Coordinator
- E. 45 Hours\*
- F. 40 Hours\*
  - Annual, Drama (2 act play) Advisor
- G. Outdoor Education Advisors ~~\$350/year~~ **\$375/year**  
 ELL/ESOL Endorsement - ~~\$1500~~ **\$1605** total payable over a 3-year period (~~\$500/\$500/\$500~~)  
**(\$535/\$535/\$535)**  
 Spanish Speaker - ~~\$1500~~ **\$1605** total payable over a 3-year period (~~\$500/\$500/\$500~~)  
**(\$535/\$535/\$535)**. Verified by test. ~~Teachers hired to teach Spanish are not eligible for this stipend.~~

\*Additional work hours required for extra-duty Appendix D

#### **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

#### **2022-23 Extra Duty Schedule**

Step/Column	A	B	C	D	E	F
0	4506	3526	3135	2741	1959	1665
1	4703	3722	3330	2939	2056	1762
2	4895	3919	3526	3135	2154	1861
3	5092	4114	3722	3330	2253	1959
4	5290	4310	3919	3526	2352	2056

## 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*

## 2022-23 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	4770	4483	3469	2312	2385	1581	1192
1	5024	4657	3614	2457	2511	1772	1382
2	5307	5009	3759	2602	2652	1962	1479
3	5528	5302	3900	2745	2763	2154	1575
4	5782	5636	4047	2890	2890	2345	1669

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

### **EXCESSIVE MILEAGE STIPEND**

Average mileage for league play is set at 1000 miles. Coaches whom travel over 1000 miles during regular league play will receive an excessive mileage stipend.

Sports without an OSAA designated league are in control of their travel, therefore, are not eligible for the excessive mileage stipend.

Excessive Mileage	Stipend
1000 - 1100 Miles	100
1101 - 1200 Miles	200
1201 - 1300 Miles	300
1301 - 1400 Miles	400
1401 – 1500 Miles	500
1501 – 1600 Miles	600
1601 – 1700 Miles	700
1701 – 1800 Miles	800