

**PREFACE**

**CONTRACT BETWEEN MORROW COUNTY EDUCATION ASSOCIATION**

**AND**

**THE MORROW COUNTY SCHOOL DISTRICT**

This Agreement is entered into by and between the Morrow County Education Association, hereinafter called the "Association", affiliated with the Oregon Education Association, and the National Education Association and the Morrow County School District No. 1-R, Morrow County, hereinafter called the "District".

Whereas, the District has a statutory obligation to negotiate under the laws as requested by the Association, as the representatives of the members of the bargaining unit, and

Whereas, the parties in consideration thereof, the following are all hereby agreed as pertinent parts of this contract:

**TERM OF AGREEMENT**

This Addendum to the Agreement shall be effective upon the date of ratification, and shall be binding upon the District, the Association, and their members, and shall expire June 30, ~~2019~~ 2022.

Executed this ~~11~~ 13<sup>th</sup> day of ~~June, 2018~~ May, 2019, at Morrow County, Oregon, by the undersigned officers by authority of and on behalf of the Morrow County District Board and the Morrow County Education Association.

FOR THE ASSOCIATION:

FOR THE DISTRICT:

\_\_\_\_\_  
President, MCEA

\_\_\_\_\_  
Chairman, Board of Directors

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

MCEA Contract Reopener - Language & Salaries  
2019/20 Contract Changes  
Morrow County School District

Articles with language changes are shown with changes noted in red.  
\$1525 insurance cap  
3% added to Appendix A, C, E, F

**ARTICLE 11**  
**VACANCIES, PROMOTIONS & TRANSFERS**

B. Applications for Vacancies

1. Employees interested in filling vacancies as provided herein shall have the responsibility to contact the personnel office and apply for the position prior to the closing date for applications. In-district applicants shall apply with letter of interest outlining their interest and experience through the online application process for internal candidate on Recruit & Hire.

**ARTICLE 13**  
**SUBSTITUTE EMPLOYEES**

- A. It is the responsibility of the employee to electronically file their leave in the online Absence Management system. This must be completed prior to the absence by using the timeline designated by building administration. If it is not possible to do so, it is the responsibility of the employee to contact the principal or the head secretary.
- B. Whenever an employee is absent from school, for whatever purpose, every reasonable effort shall be made by the administration to hire a qualified substitute.
- C. A master list of substitutes shall be completed in the Superintendent's office and will be sent out electronically to each school secretary by Human Resources and will be available online through the Absence Management System.

**ARTICLE 15**  
**SCHOOL CALENDAR AND SCHOOL WORKYEAR**

- 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; six (6) eight (8) hour employee in-service days; seven (7) eight (8) hour employee work days; four (4) paid holidays – Labor Day, Veteran's Day, Memorial Day, President's Day; four (4) additional four (4) hour Fridays (2 work days and 2 in-service days); 16 hours total for conferences and 2 hours for Open House to be added by the building principal.
  - 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
  - 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

**ARTICLE 19**  
**PROFESSIONAL COMPENSATION**

- D. Any employee who intends to advance horizontally on the salary schedule must notify ~~the clerk~~ **Human Resources** by March 15<sup>th</sup> preceding the year in which the advance will occur.

**ARTICLE 21**  
**INSURANCE**

- A. The District shall ~~offer provide~~ each regular licensed employee and his/her family with **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, ~~2018~~ **2019** to the September 30, ~~2019~~ **2020** the District's obligation toward the premium cost shall not exceed ~~\$1375~~ **\$1525** 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 – 100% of the difference between the cost of the insurance for Plan H and the ~~\$1375~~ **\$1525** 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, ~~2019~~ **2020**, 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 ~~40%~~ **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.

40% will go into an insurance pool and will be divided among the remaining active employees enrolled in OEGBB plans with the remaining twenty percent (20%). **The remaining 50% will** going to the district. 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 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 23 SICK LEAVE**

**A. Sick Leave:** Employees who are absent because of personal illness shall receive compensation in accordance with ORS 332.507 and the following provisions:

1. All employees shall be granted eighty (80) hours sick leave during each school year. Such sick leave shall be credited to said employees on the first employee duty day of the fall term.
2. Accumulation of unused sick leave shall be unlimited.  
Unused accumulated sick leave will be applied to retirement in accordance with PERS guidelines.
3. An employee who has accumulated sick leave during employment in another school district, shall, upon proper verification, be allowed sick leave days in accordance with ORS 332.507
4. Pursuant to ORS 659A.029, sick leave shall be granted for the period that an employee is unable to teach because of pregnancy or childbirth.
5. Employees will be permitted to donate sick leave to a sick leave bank administered by the MCEA Executive Committee in compliance with this article. Records for the sick leave bank will be kept by the District Office.
  - a. The sick leave bank is set up for the purpose of allowing current licensed employees to donate sick leave to specific current licensed eligible employees of the District.
  - b. Eligibility: 1. To be eligible a current employee must be absent from work because of an injury or illness to the employee that prevents the employee from working. 2. To be eligible a current employee must not be receiving any of the following: Other District paid leave; workers compensation benefits; PERS; Social Security or PERS disability benefits; or long term disability insurance benefits. 3. To be eligible a current employee must be otherwise eligible to receive sick leave. 4. ~~Employees will not be denied the ability to participate in the sick leave bank as either a donor or receiver based on membership or non-membership in the Association~~ **Participation in the sick leave bank as a receiver is open to Association members only.** 5. To be eligible, **an Association member in good standing** a current employee must apply to and be approved by the MCEA Executive Committee or designee, upon said written approval to the District Office the following will happen:
    - c. The District office will send out a request for a donation of one sick leave day from each licensed employee. An approved employee may receive up to 30 days of sick leave on the first request, and should it be approved by the MCEA, an additional up to 30 days on the second request within a twelve (12) month period. If more than needed days are donated in any one request, the MCEA Executive Committee and the District Office will devise a random selection to pick the requested days and the rest shall be returned to the individuals.
    - d. The sick leave bank does not create any obligation on the part of the District or the MCEA to provide sick leave to any employee who has exhausted their accrued sick leave.
    - e. The District will begin to request days after the days currently on the books, (145) have been used.

**SALARY  
APPENDIX A**

Salary for ~~2018-19~~ 2019-20 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 ~~\$282~~ \$290

Starting at the beginning of the 15<sup>th</sup> year through the 19<sup>th</sup> year will be ~~\$450~~ \$463

Starting at the beginning of the 20<sup>th</sup> year through the 24<sup>th</sup> year will be ~~\$619~~ \$638

Starting at the beginning of the 25<sup>th</sup> year through the 29<sup>th</sup> year will be ~~\$787~~ \$811

Starting at the 30<sup>th</sup> year longevity pay will be ~~\$957~~ \$986 for each year thereafter.

**~~2018-19~~ Extra Duty Salary Schedule  
Appendix E**

<b>Step/Column</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
0	3817	2987	2655	2322	1659	1411
1	3984	3153	2820	2490	1742	1492
2	4147	3320	2987	2655	1824	1577
3	4314	3484	3153	2820	1909	1659
4	4480	3650	3320	2987	1992	1742

**2019-20 Extra Duty Salary Schedule  
Appendix E**

<b>Step/Column</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
0	3931	3076	2735	2391	1709	1453
1	4103	3247	2905	2564	1794	1537
2	4271	3419	3076	2735	1879	1624
3	4443	3589	3247	2905	1966	1709
4	4615	3760	3419	3076	2052	1794

**2018-19**  
**COACHES SALARY SCHEDULE**  
**Appendix F**

All 3<sup>rd</sup> assistants or C-Team coaches will be assigned to Column E

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	4041	3797	2939	1958	2020	1339	1010
1	4255	3945	3061	2082	2127	1501	1171
2	4495	4243	3184	2204	2247	1662	1252
3	4683	4491	3304	2325	2341	1824	1334
4	4898	4774	3428	2448	2448	1986	1414

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

**2019-20**  
**COACHES SALARY SCHEDULE**  
**Appendix F**

All 3<sup>rd</sup> assistants or C-Team coaches will be assigned to Column D

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	4162	3911	3027	2017	2081	1379	1040
1	4383	4063	3153	2144	2191	1546	1206
2	4630	4370	3280	2270	2314	1712	1290
3	4823	4626	3403	2395	2411	1879	1374
4	5045	4917	3531	2521	2521	2046	1456

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

2018-19 Salary Schedule—Appendix C—3% added to 2017-18 schedule

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	\$38,974	\$39,902	\$40,901	\$41,924	\$42,970	\$44,044
2	\$40,111	\$41,067	\$42,094	\$43,146	\$44,223	\$45,330
3	\$41,282	\$42,267	\$43,324	\$44,405	\$45,517	\$46,653
4	\$42,488	\$43,498	\$44,588	\$45,703	\$46,844	\$48,016
5	\$43,729	\$44,770	\$45,891	\$47,037	\$48,214	\$49,418
6	\$45,005	\$46,078	\$47,230	\$48,410	\$49,622	\$50,861
7	\$46,319	\$47,423	\$48,609	\$49,825	\$51,071	\$52,348
8	-	\$48,809	\$50,028	\$51,280	\$52,561	\$53,974
9	-	\$50,233	\$51,488	\$52,777	\$54,096	\$55,449
10	-	-	\$52,991	\$54,319	\$55,676	\$57,067
11	-	-	\$54,540	\$55,904	\$57,302	\$58,735
12	-	-	\$56,132	\$57,537	\$58,976	\$60,450
13	-	-	\$57,773	\$59,218	\$60,696	\$62,215
14	-	-	-	\$60,946	\$62,470	\$64,031
15	-	-	-	\$62,724	\$64,295	\$65,900
16	-	-	-	\$66,634	\$68,299	\$70,007

2018-19 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	\$228	\$233	\$239	\$245	\$251	\$258
2	\$235	\$240	\$246	\$252	\$259	\$265
3	\$241	\$247	\$253	\$260	\$266	\$273
4	\$248	\$254	\$261	\$267	\$274	\$281
5	\$256	\$262	\$268	\$275	\$282	\$289
6	\$263	\$269	\$276	\$283	\$290	\$297
7	\$271	\$277	\$284	\$291	\$299	\$306
8	-	\$285	\$293	\$300	\$307	\$316
9	-	\$294	\$301	\$309	\$316	\$324
10	-	-	\$310	\$318	\$326	\$334
11	-	-	\$319	\$327	\$335	\$343
12	-	-	\$328	\$336	\$345	\$354
13	-	-	\$338	\$346	\$355	\$364
14	-	-	-	\$356	\$365	\$374
15	-	-	-	\$367	\$376	\$385
16	-	-	-	\$390	\$399	\$409

**2019-20 Salary Schedule – Appendix C – 3% added to 2018-19 schedule**

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	\$40,143	\$41,100	\$42,128	\$43,182	\$44,259	\$45,365
2	\$41,314	\$42,299	\$43,357	\$44,440	\$45,550	\$46,689
3	\$42,520	\$43,535	\$44,624	\$45,737	\$46,882	\$48,052
4	\$43,763	\$44,803	\$45,926	\$47,074	\$48,250	\$49,456
5	\$45,041	\$46,113	\$47,268	\$48,448	\$49,660	\$50,901
6	\$46,355	\$47,460	\$48,647	\$49,862	\$51,111	\$52,387
7	\$47,708	\$48,846	\$50,068	\$51,319	\$52,603	\$53,918
8		\$50,273	\$51,529	\$52,818	\$54,138	\$55,593
9		\$51,740	\$53,033	\$54,361	\$55,719	\$57,112
10			\$54,581	\$55,948	\$57,346	\$58,779
11			\$56,176	\$57,581	\$59,021	\$60,497
12			\$57,816	\$59,263	\$60,745	\$62,263
13			\$59,506	\$60,994	\$62,517	\$64,082
14				\$62,774	\$64,344	\$65,952
15				\$64,605	\$66,224	\$67,877
16				\$68,633	\$70,348	\$72,107

2019-20 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	\$235	\$240	\$246	\$253	\$259	\$265
2	\$242	\$247	\$254	\$260	\$266	\$273
3	\$249	\$255	\$261	\$267	\$274	\$281
4	\$256	\$262	\$269	\$275	\$282	\$289
5	\$263	\$270	\$276	\$283	\$290	\$298
6	\$271	\$278	\$284	\$292	\$299	\$306
7	\$279	\$286	\$293	\$300	\$308	\$315
8		\$294	\$301	\$309	\$317	\$325
9		\$303	\$310	\$318	\$326	\$334
10			\$319	\$327	\$335	\$344
11			\$329	\$337	\$345	\$354
12			\$338	\$347	\$355	\$364
13			\$348	\$357	\$366	\$375
14				\$367	\$376	\$386
15				\$378	\$387	\$397
16				\$401	\$411	\$422