



Three Rivers School District
Quality Education Runs Deep

MEMORANDUMS OF AGREEMENT

BETWEEN

THREE RIVERS/JOSEPHINE COUNTY UNIT SCHOOL BOARD

AND

**ASSOCIATION OF THREE RIVERS ADMINISTRATORS
(ATRA)**

EFFECTIVE JULY 1, 2022 THROUGH JUNE 30, 2025

**MEMORANDUM OF AGREEMENT
BETWEEN
THREE RIVERS / JOSEPHINE COUNTY UNIT SCHOOL BOARD
AND
ASSOCIATION OF THREE RIVERS ADMINISTRATORS 220 AND 260 DAY/NEW BRIDGE (ATRA)
EXPIRES JUNE 30, 2025**

The following terms and conditions apply to all licensed administrators mutually agreed to be covered as members of this Memorandum of Agreement.

1.0 Leaves of Absence

1.1 Trade Days

The Superintendent may authorize, at their discretion, up to three (3) trade non-contract workdays (e.g., summer interviewing) for contract workdays.

1.2 Compensatory Leave Day

Due to the demands of the profession of school administration, Building Administrators, at the discretion of the Superintendent, may be granted up to four (4) compensatory leave days during a yearly contract period. The compensatory time may be taken during their work year. Compensatory day requests may not exceed more than two (2) days per request or more than two (2) days in the same week. Compensatory days must be taken in the contract year it was accrued. The Superintendent will be notified in writing prior to leave taken and will also be advised to where the administrator may be reached in case of an emergency.

1.3 Sick Leave - School Board Policy

Sick Leave - The District will allow each administrative employee one day sick leave for every month worked, based on a twenty (20) work day month, to a maximum of twelve (12) days per year at full pay and shall accumulate to a maximum as provided by law. All sick leaves allocated under SB454 and ORS 332.507 will run concurrently.

Sick leave may be taken for your own illness, injury or health condition, including the need for medical diagnosis, care or treatment of your own illness, injury or health condition. This includes preventative medical care such as annual exams, screenings such as mammograms, colonoscopies, etc. Sick leave may be taken for other reasons as provided by statute.

1.3.1 Sick Leave Bank

1. The sick leave bank is intended to provide employees with paid time in the event of a "serious health condition" that makes the employee unable to perform the functions of their position once they have used all accumulated paid time off. Participation in the Sick Leave Bank is voluntary.
2. Serious Health Condition: Any illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility or continued treatment by a health care provider. This does not include illnesses that are considered normal and routine such as colds, flu, etc.
3. While the sick leave bank will be established as of 12-1-2022 for those administrators who have joined the Sick Leave Bank, as of

November 1, 2021 one (1) day of sick leave shall be transferred to the bank each October. The Human Resources Office shall maintain a record of contributions and withdrawals from the sick leave bank. During July of each year a record of the prior fiscal year sick leave bank calculations will be given to ATRA upon request.

4. Eligibility:
 - (a). Must be an employee covered by the terms of this Agreement
 - (b). Must first complete four (4) months of continuous service with the District prior to joining and presenting a claim.
 - (c). Sick leave bank time can be utilized only in cases of employee medical absences (as defined above) which involve an initial minimum of five (5) consecutive working days. Once the employee is absent from work for a period of five (5) consecutive working days, coverage will be effective as of the day that the employee has utilized all of their own accumulated paid time off. In cases involving a chronic recurring condition once the employee has met the initial qualification period they would be entitled ongoing pay from the sick leave bank with medical documentation of the continued condition.
 - (d). Employees must provide medical documentation from their treating physician indicating medical necessity to be away from work to the Director of Human Resources, who will approve or deny the request. This must contain at minimum the date of first treatment and date of projected availability to return to work.
5. Employees will be eligible for up to twenty (20) days of sick leave bank days during the 2022-2025 school years.
6. Maternity leave, with the exception of sick pregnancy or sick child leave, is not a qualifying event for the sick leave bank.

1.4 Personal Leave

Personal leave shall be allowed up to three (3) days per school year with full pay, usable in not less than one-half (1/2) day portions. The three (3) days shall not be deducted from sick leave and are not cumulative. The granting of such leave shall be subject to the following conditions:

1.4.1 The purpose of the three (3) days personal leave is to care for matters of a serious personal or business nature or a serious illness in the immediate family which cannot be done other than during school hours. Personal leave shall not be used as recreation or vacation leave, to extend a vacation period, or to serve as a litigant or witness against the District, or for personal illness if the administrator has accrued sick leave.

1.4.2 Personal leave should be approved at least five (5) days in advance by the Superintendent whenever such prior approval is feasible. In those instances where leave is taken without prior approval and which qualify as personal leave as described in section 1.3.1, the administrator shall apply for such personal leave within five (5) days upon return to service. Leave requested shall be submitted on an approved form.

1.4.3 In requesting personal leave, the administrator need only state the nature of the matter to be taken care of (medical, legal, family illness, etc.).

1.4.4 Unused personal days shall be paid in the June check. Personal days shall not accrue from year to year. End of year balances will be paid at the following rate:

- a. 3 Days = \$250.00
- b. 2 Days = \$150.00
- c. 1 Day = \$50.00

1.5 Jury Duty

Administrators called for jury duty shall be excused for that purpose without loss of pay, provided that, the administrator waives the juror's fee in accordance with ORS 10.061. The provision of this section does not affect any claim a juror may have for mileage reimbursement under ORS 10.065.

1.6 Professional Leave

When requested or approved by the Superintendent, administrators who attend professional workshops and/or school visitations will be granted Professional Leave.

1.7 Court Appearance

Leave will be granted with pay for court appearances when the administrator is summoned on behalf of the District.

1.8 Bereavement Leave

The District shall grant leave with pay not to exceed five (5) days per school year to administrators for the death of a member of the immediate family if the funeral is in Oregon. Said leave shall commence upon request of the administrator. Immediate family shall be interpreted to mean teacher's mother, father, spouse, son, daughter, sister, brother, mother-in-law, father-in-law, or grandparent. In the event emergency conditions arise, an extension of this leave shall be determined upon individual circumstances by the Superintendent. Additional bereavement leave may be available provided the employee meets the requirements set forth by the Oregon Family Leave Act.

Bereavement leave shall not be accumulated from year to year.

2.0 Expense Reimbursement

2.1 Expenses

Expenses incurred by administrators working on committees or functioning as representatives of the District, or at the request of the District, shall be reimbursed from District funds. An allowance for this function shall be placed in appropriate budget categories. Example: Curriculum development, teacher negotiations, classified negotiations, teacher recruitment, etc.

2.2 Travel and Expenses

2.2.1 Each administrator shall receive a monthly stipend for the purpose of covering in-district travel expenses in the following amounts:

Secondary Administrators	\$235.00
H.S. Principals	
H.S. Athletic Directors	
H.S. Assistant Principals	
M.S. Principals	
M.S. Assistant Principals	
Elementary School Principals	\$220.00

2.2.2 All out-of-District travel related to workshops or conferences shall receive prior approval by the Superintendent or designee.

All travel expenses for administrators that are in compliance with District policy and administrative rules will be paid from travel funds at the District level.

2.3 Professional Dues

Each administrator will have their COSA dues, which includes one national administrative organization be paid for by the District. Dues payment for additional administrative organizations must be approved by the Superintendent in advance.

3.0 Professional Development Fund

A Professional Development Fund of \$25,000 in 2022-23, 2023-2024, and 2024-2025. The purpose of these funds is to support attendance at conferences, workshops, or seminars that have relevance to an administrator’s professional growth plan. Administrators will receive the \$1,000 per person in December 2022, 2023, 2024 from the existing Professional Development Fund.

4.0 Conditions of Employment

4.1 Contract Time

Contract Days	Paid Holidays	Paid Vacation Days	Total on the Job Days Worked
260 (NB)	11	20	260
208	5	0	213

4.2 Administrators’ Contract Schedule

<u>Position</u>	<u>Contract Days</u>
New Bridge High School Principal	260
High School Principal	213
	213

High School Assistant Principal	
Middle School Principal	213
Middle School Assistant Principal	213
Elementary Principal	213

4.3 Extended Contracts

By mutual consent of the District and administrator, the contract may be extended beyond the number of days listed above. The pay will be based on a per day salary of the individual administrator. This is computed by dividing annual salary by the number of contract days.

4.4 Holidays

School administrators(s) receive five (5) paid holidays: Labor Day, Veterans Day, Thanksgiving Day, President's Day, Memorial Day. 260 Day Newbridge High School Principal receive eleven (11) paid holidays: July 4th, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, Day after Christmas, New Year's Day, President's Day, Memorial Day.

4.5 Work Schedule

Administrators will work the equivalent of 220 work days (calculated at 220 days times 8 hours per day). The work calendar will consist of weeks with five (5) work days (Monday-Friday) at eight (8) hours per day. If the work week (Monday-Friday) has less than five (5) contract days, administrators will work ten (10) hours per day during that week. Changes to scheduled work times will be approved by the Superintendent or designee.

5.0 Compensation

5.1 Insurance (see Appendix A)

5.2 Salary Schedule

5.2.1 Salaries for administrators will be according to Appendix B.

5.2.2 Payday shall be the 20th of each month; unless that day falls on a weekend; in which case, payday shall take place on the preceding Friday. Unless an employee separates from the District at the end of a school year through resignation, retirement or other personnel action; the remaining paychecks will continue throughout July and August unless otherwise requested in writing.

5.2.3 The ATRA Salary Schedule will be built off of the highest licensed daily (based on an equivalence of 190 days x 8 hours) of rate plus 5.5% as the base for each year of the contract. Each level of the administrator salary schedule increases by an AF (Adjustment Factor based on level of responsibility) as a percentage increase from the base admin salary (*highest licensed salary X 1.055*). This base salary is dependent on the highest licensed salary and will increase with the licensed salary schedule, dependent on future salary increases, so that no member of the licensed bargaining unit will have a higher daily rate than an ATRA member.

5.3 Step Increase

For 2022-2025 school years all step increases will be honored.

5.3 PERS Pick-Up

5.3.1 The District shall pick-up, assume and pay a six percent (6%) employee contribution to the public employee's retirement fund for the employee members participating in the Public Employees Retirement System.

5.3.2 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" for the purposes of determining the amount of employee contributions required to be contributed pursuant to ORS 237.071. Such picked-up or paid employee contributions shall be credited to employee accounts pursuant to ORS 237.071(2) and shall be considered to be employee contributions for the purposes of ORS 237.001 to 237.320.

6.0 Early Retirement

ATRA members will receive 7 years of current health insurance if the criteria of serving in Three Rivers School District in an administrative capacity for ten years, or as a licensed teacher and administrator for eighteen or more years are met.

The insurance coverage shall cease:

- On the date a retiree receives notification of eligibility for unemployment payments from the District after filing with the State Employment Division.
- Upon re-employment in the field of public education.
- Upon receipt of comparable insurance coverage from another employer.
- Upon death of the retiree, spouse insurance coverage shall continue to the date the retiree would have reached age 65, or the surviving spouse reaches age 65, whichever comes first.

Any administrator hired after August 15, 2007 will not be eligible for any early retirement benefits.

7.0 Liability Coverage

The District shall maintain the coverage for General Liability and Umbrella Coverage for school leaders' errors and omissions and coverage for any tort claim pursuant to the provisions of the Oregon Tort Claim law.

8.0 Terms of Agreement

This Agreement shall be effective as of July 1, 2022 shall be binding upon the Board and the Association of Three Rivers Administrators (ATRA), and shall remain in full force and effect through June 30, 2025.

9.0 Renegotiation

Salary adjustments are contingent upon the stability of revenue assumption made by the District at the time of this Agreement. If, therefore, the distribution formula or levels of funding are reduced significantly, the salary schedule shall be continued at the prior year's level and negotiations on the issue of salaries shall begin immediately upon request of either party.

EXECUTION / SIGNATURES

Executed this 20th day of April, 2022, at Grants Pass, Oregon, by the undersigned officers of the Association of Three Rivers Administrators (ATRA) Board of Directors on behalf of the Three Rivers/Josephine County School District and by the Association of Three Rivers Administrators (ATRA) on behalf of the administrators and approved at the regular Board meeting held on April 22, 2022.

APPENDIX A
ADMINISTRATORS' INSURANCE PACKAGE

The Three Rivers/Josephine County School District will provide all administrators comprising the Administrative Team full family hospital/medical, dental, and vision care insurance. For each year during the length of the contract 2022-2025, ATRA will receive an increase equal to the other bargaining groups if all groups increase at the same rate. If other groups increase at different rates, ATRA will receive the highest negotiated rate. ATRA also has the ability to agree to a rate increase in its own right or other insurance alternatives. In the event the Three Rivers/Josephine County School District enters into an insurance package agreement with the Three Rivers Education Association and/or the Oregon School Employees Association Chapter 22 / OSEA AFT Local 6732 that exceeds the ATRA compensation, the ATRA insurance package will be increased to reflect the same cap. Double-covered administrators (those administrators who have a spouse or domestic partner in either the administrator employee group or in another employee group) will be placed on a single plan, and this plan will be the highest level of benefit plan available in the district, and both employee insurance caps will be applied to the cost of the insurance plan. The District agrees to provide access to medical/pharmaceutical, dental, long term disability and vision care insurance for each employee. These provisions apply to both active and qualified retired employees.

Contributions will increase at:

Effective July 1, 2022, the District will increase its insurance contribution by an average of \$55 per employee and apply that increase proportionately to the 2023-2024 District Insurance Contributions.

Effective July 1, 2023, the District will increase its insurance contribution at a rate no less than the other bargaining groups in TRSD.

Effective July 1, 2024, the District will increase its insurance contribution at a rate no less than the other bargaining groups in TRSD.

**APPENDIX B
ADMINISTRATOR SALARY SCHEDULE**

1. Incoming administrators may be granted full placement on the schedule for their administrative experience by the Superintendent not to exceed their total years of administrative experience
2. District administrative positions will be reviewed by the Superintendent and Chairperson of the Administrative Negotiating Committee to assure proper responsibility index placement commensurate with tasks assigned to a particular individual.
3. Salary Schedule

	MS VP	HS VP	New Bridge	Elem Principal	MS Principal	HS Principal
Days	220	220	260	220	220	220
AF (Adjustment Factor)	1	1.03	1.03	1.055	1.08	1.105
Daily Rate of Base	\$ 433.71	\$ 446.72	\$ 446.72	\$ 457.57	\$ 468.41	\$ 479.25
Step Rate Years 1-3	2.25%	2.25%	1.00%	2.25%	2.25%	2.25%
Step Rate Years 4-6	2.50%	2.50%	1.25%	2.50%	2.50%	2.50%
Step Rate Years 7-8	2.75%	2.75%	2.00%	2.75%	2.75%	2.75%
Base	\$95,416.50	\$98,278.99	\$116,147.90	\$100,664.40	\$103,049.82	\$105,435.23

