

Professional Agreement

between

Umatilla Education Association

and

Umatilla School District #6R

Umatilla County, Oregon

July 1, 2025- June 30, 2027

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Preamble

This Agreement is entered into this date, May 5, 2025, by and between the Umatilla Education Association, hereinafter referred to as the "Association" affiliated with the National Education Association (NEA) and Oregon Education Association (OEA) and the Board of Directors of Umatilla School District #6R, Umatilla, Oregon, hereinafter referred to as the "District" or the "Board"

It is the intent of the Association and the District by this Agreement to set forth and record herein the basic and full agreement between the parties on those matters pertaining to wages, hours and conditions of employment for teaching personnel included in the bargaining unit.

The parties agree that, where stated in this Agreement, the terms "teacher," "employee" and "individual" shall be defined to mean "bargaining unit members" only.

Recognition

The District recognizes the Association as the sole and exclusive bargaining representative with respect to wages, hours and conditions of employment for all full-time and part-time (one-half time or more) licensed teaching personnel employed by the District, except those specifically excluded.

Specifically excluded from this Agreement are all supervisory and confidential employees, substitutes and temporary teachers. Temporary teachers are defined as those employed for less than ninety (90) consecutive workdays in the same position per school year, to temporarily replace a unit member who is on an approved paid or unpaid leave of absence. Temporary teachers may also be used to fill a position vacated by a bargaining unit member or to fill a newly created position, in each situation for a period of up to one school year. Substitute teachers are defined as those employed to temporarily replace a bargaining unit member who is on an approved paid or unpaid leave of absence.

The purpose of this article is to recognize the right of the bargaining agent to represent teachers in the bargaining unit in negotiations with the District. Granting of recognition is not to be construed as obligating the District in any way to continue any functions or policies. The District reserves the right to create, combine or eliminate any positions as, in its judgment, is deemed necessary.

Article I Association/District Relations

A. District

The District has the right and obligation to manage and conduct the operation of the District within its legal limitation and to contract out work, adopt, repeal or modify policies, rules and regulations, insofar as such actions are not in violation of the terms of this Agreement. It is recognized that the District has and will continue to retain the rights

and responsibilities to operate and manage the school system and its programs, facilities, properties and the activities of its employees. Except as limited by this Agreement and applicable state and federal law, and without limiting the generality of the foregoing, it is expressly recognized that the District's operational and managerial responsibilities include but are not limited to:

1. The right to determine the location of schools and other facilities of the school system, including the right to establish new facilities and to relocate or close old facilities;
2. The right to determine the financial policies of the District, including the general accounting procedures, inventory of and procedures related to supplies and equipment;
3. The right to determine the management, supervisory or administrative organization of each school or facility in the system and the selection of employees for promotion to supervisory, management or administrative positions;
4. The maintenance of discipline and control of the use of school system property and facilities;
5. The right to determine safety, health and property protection measures;
6. The right to enforce the policies, rules and regulations now in effect and to establish new policies, rules and regulations from time to time not in conflict with this Agreement;
7. The right to determine the direction and arrangement of all the working forces in the system, including the right to hire, suspend, discharge, discipline or transfer employees;
8. The right to relieve employees from duty for poor or unacceptable work or for other legitimate reasons;
9. The creation, combination, modification or elimination of any teaching position;
10. The right to determine the size of the working force, the allocation and assignment of work to employees, the determination of policies affecting the selection of employees, and the establishment of quality standards and the judgment of employee performance;
11. The right to determine the layout, processes and equipment to be used and the right to plan, direct and control school activities;
12. The right to establish and revise the school calendar, establish hours of employment, to schedule classes and assign work loads;
13. The right to select textbooks, teaching aids and materials;

14. The right to make assignments for all programs of an extracurricular nature;
15. The right to determine policies and procedures related to public relations and communications.

B. Association

1. Upon request, the Board agrees to furnish to the Association all information necessary for its functioning as exclusive bargaining representatives. The District may charge for such information as per Board policy.
2. Upon request, the District shall provide the President of the Association with a copy of the agenda for Board meetings. The Association may request time on the agenda for Board meetings.
3. The Association will be provided with names and addresses of all new employees and all retiring employees as soon as such information is available.
4. The Association shall have the right to conduct meetings at employee work locations before or after regular work hours, during meal periods, and during any other break periods. The Association shall have the right to select the time and place of meetings, provided that the meetings do not interfere with the District's operations. The Association shall have the right to conduct meetings without undue interference.
5. The Association shall have in each school building the exclusive use of a visible and accessible bulletin board in each faculty room.
6. The Association shall receive notice of vacancies when posted to the district website via email to the Association President. To apply for a vacant position, the teacher may send an email to the principal of the school in which there is an opening.
7. The Association President will provide the District with a list of Designated Association Representatives at the beginning of each school year. Designated Association Representatives shall be granted reasonable paid time to perform Association duties during regular scheduled work hours without loss in pay, benefits, leave accrual, or seniority.
8. The Association shall have the right to use the District's computers and email system to communicate with bargaining unit members regarding Association business.
9. The Association shall have the right to meet with current employees during regular work hours at the employees' worksite to address grievances, complaints, and matters related to employment relations.
10. The Association shall have the right to meet with new employees for up to one hour during New Staff Orientation. If the orientation is held off-site, the Association shall have the right to meet with new employees for up to one hour during Pre-service

Week. The Association shall have the right to meet with new employees for one hour during the work day within 30 days after hire without loss of pay or benefits.

Article II – Student Discipline

- A. Any student who poses a threat of imminent **injury** ~~harm~~ to a bargaining unit member or other student(s) may be removed from the classroom **or workspace**. The bargaining unit member will have an opportunity to consult with the principal or his/her designee prior to the student being returned to class. The building principal shall notify any bargaining unit member whose name appears on a targeted list threatening violence or harm to the bargaining unit member within 24 hours of any District official finding such a list.
- B. School Principals will meet with the bargaining unit members at the beginning of each school year to discuss building disciplinary standards and procedures and school district policies relating to threats of violence, assaults, or other dangerous student behaviors.

Article III – Savings Clause

- A. The Association and the District agree that, in the event any provision of this agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of the Agreement will remain in force. Only the portion of this Agreement, which might be held invalid, will be reopened for negotiations.
- B. This Agreement may not be modified except by an instrument in writing duly executed by the parties.

Article IV – Nondiscrimination

The Association and the District affirm their adherence to the principles of free choice and agree that they shall not illegally discriminate against any employee covered by this Agreement because of age, race, religion, sex, national origin, disability, membership or non-membership in the Association. All references in this Agreement to employees designate both sexes and, when the male gender is used, it shall be construed to include both male and female employees. If the law changes this language, it will supersede the contract.

Any claim of a violation of this Article may be pursued through the first three (3) steps of the grievance procedure herein, but shall not be pursued to arbitration (Step 4) or otherwise pursued as a claimed violation of this Agreement.

Article V – Grievance Procedure

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to problems which may arise from time to time. The parties agree that these proceedings will be kept informal and confidential, consistent with the ultimate goal of resolving the grievance of each step of the grievance procedure.

A "grievance" is a claim by a teacher or the Association of a violation of one or more specific provisions of this Agreement.

A "grievant" is the teacher, **group of teachers**, or Association, making the claim.

The term "days," as used herein, shall mean "teacher contract days" during the regular school year, as determined by the District, and "weekdays" during the summer months. **Grievance timelines shall be held in abeyance during the summer break if both parties agree.**

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.

The failure of the District to respond within time limits set forth herein will constitute a rejection of the grievance at that level and thereby allow the grievant to appeal the grievance to the next step within the time limit specified therein. Failure of the grievant to comply with the time limit set forth herein shall constitute a withdrawal of the grievance.

The time limits specified may be modified only by written agreement between the parties.

Step One - Supervisor: A grievant, as defined above, within 10 days of the time the grievant first had knowledge or reasonably should have had knowledge of the alleged act(s) giving rise to the grievance, shall discuss it with a supervisor with the objective of resolving the matter informally. The supervisor shall have 10 days in which to respond to the grievance.

Step Two - Superintendent: If the grievant is not satisfied with the disposition of the grievance at Step One, he/she may file the grievance in writing with the Superintendent within 10 days after Step One procedures have been complete. The written grievance shall specify the specific action or lack of action being grieved, the contract article(s) and section(s) or paragraph(s) thereof alleged to have been violated and the specific remedy sought. The Superintendent shall have 20 days in which to hold a hearing with the parties and respond in writing to the grievance.

Step Three - School Board: If the grievant is not satisfied with the decision of the Superintendent, the grievance may be presented to the Board by filing all correspondence presented or received at prior steps with the clerk of the Board within 10 days after the completion of the Step Two procedure. The Board may hold a hearing with the parties on a grievance appeal from Step Two on or before its next regular meeting; however, if the appeal is received less than five days prior to such meeting, it shall act thereon on or before the second regular meeting following such receipt. Its decision shall be in writing and shall be furnished to the parties within 30 days of the hearing.

Step Four - Arbitration: If the grievant is not satisfied with the decision of the Board, the Association may, within 10 days of completion of Step Three procedures, submit to the Superintendent written notice of the intent to arbitrate the issue. Such written notice shall contain a copy of all materials submitted or received at previous steps.

The parties or their designated representatives shall attempt to select an impartial arbitrator. Failing to do so they shall, within five days of the appeal, request the Oregon Employment Relations Board to submit a list of seven arbitrators. As soon as the list has been received, the parties or their designated representatives shall determine by lot the order of elimination and thereafter shall, in that order, alternately strike a name from the list and the seventh and remaining name shall act as the arbitrator.

The arbitrator so selected shall confer with the representatives of the District and the Association and hold hearings promptly and shall issue his/her decision not later than 30 days from the date of the close of the hearings. Rules and regulations governing the arbitration shall be those found in the Employment Relations Board Statutes and Rules.

The arbitrator's authority shall be limited to determining whether the District has violated specific provisions of this contract. The arbitrator shall be without power to add, delete or modify any provisions of the Agreement except as specifically defined in any other article of the Agreement

The decision of the arbitrator shall be submitted to the District and the Association and shall be final and binding on the parties.

The District and the Association will share equally any joint costs of the arbitration procedure, such as the fee and expenses of the arbitrator and the cost, if any, of the hearing room. However, each party shall be responsible for compensating its own representatives and witnesses or any special costs borne by either party.

Rights of Teachers to Representation - Any grievant may be represented at all stages of the grievance procedure by himself/herself or, at his/her option, by a representative of the Association.

Miscellaneous - Any grievance arising from a direct specific action of the Board or the Superintendent may, at the grievant's option, be introduced at Step Two of the grievance procedure.

The Association shall not be required to pursue any grievance which, in its sole determination, lacks merit.

Meetings and hearings under this procedure shall be conducted in private unless a public hearing or meeting is mutually agreed upon.

No reprisals of any kind shall be taken by the Board, the Administration, the Association, or any member or representative of the above, against the grievant or any other participant in the grievance procedure because of such participation.

Article VI – Just Cause

- A. No member of the bargaining unit shall be disciplined without just cause. The parties expressly agree that this article and the provisions contained herein shall not apply to oral reprimands, the non-renewal of probationary teacher contracts, or any action by the District connected thereto and the dismissal of teachers or any action by the District connected thereto. The District shall not dismiss a probationary teacher without providing that teacher with due process.

- B. The parties expressly agree that the assignment or reassignment of bargaining unit members, including extra-duty assignments, shall not be subject to the provision contained in Section A herein.
- C. The parties expressly agree that the non-renewal of probationary teachers and any appeal thereto shall be governed solely by the provisions contained in ORS 342.835.
- D. The parties expressly agree that the dismissal of teachers and any appeal thereto shall be governed solely by the provisions contained in ORS 342.865 through ORS 342.915
- E. An employee shall be entitled to have present a representative of the Association during any meeting, which might reasonably be expected to lead to disciplinary action. Any criticism of any employee by a supervisor, administrator, or other agent of the employer shall be made in confidence and not in the presence of students, parents of students, other employees, or at public gatherings, except in emergency situations. All critiques made shall be confidential.
- F. Multiple oral reprimands will not be given for the same or similar transgressions. Following an initial oral reprimand, successive violations of the same nature shall be documented in writing.

Article VII – **Dues Deductions**

A. **Association Dues**

1. **Dues Deduction Authorization:** Prior to the first dues deduction of the school year, and then for any employee who becomes a member of the Association after the start of the school year, the Association shall notify USD of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues to be deducted from each. The Association shall also notify USD when a bargaining unit member should no longer have dues deducted. USD shall enact dues deduction changes on the pay period following a notification.
2. **Processing UEA/OEA/NEA Dues Deductions:** Dues deductions shall be made monthly in an amount equal to one-tenth (1/10) of annual dues, commencing with the month of October and continuing through the July pay period. Deductions for employees who join the Association after the beginning of the school year shall be prorated on a twelve-month proration schedule.
3. **Remittance of Dues Checks:**
 - a) **Data to OEA:** Within ten (10) days after each pay period, USD shall send the Association an Excel-compatible register of the NEA/OEA/UEA dues, including voluntary Association contributions, deducted from each member's paycheck.
 - b) **Payment to OEA:** Within ten (10) days after each pay period, USD shall send to OEA, in a single payment, the combined NEA and OEA dues, including voluntary Association contributions, deducted for the month.

- c) **Payment to UEA:** UEA dues payments will be deducted and paid separately from OEA/NEA dues and shall be remitted to the UEA Treasurer.
- 4. **Indemnification:** The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or judgments against the district concerning the dues deductions procedures outlined in this agreement. The Association's obligations are contingent upon the District: 1) giving the Association at least two-week's notice, in writing, of any claim; 2) and fully cooperating with the Association and its designated counsel in the defense of the claim. The Association's obligation does not extend to criminal allegations or District conduct that would constitute an Unfair Labor Practice. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event the District wishes to use its own attorney, the District will pay the fees and costs of said attorney.

B. Employee Information

- 1. **Employee List:** Quarterly, USD shall provide to the OEA Membership Specialist an Excel-compatible database of each employee in the bargaining unit (both active members and non-members) that includes the employee ID, date of birth, first date of service, FTE, classification or title, PERS classification, worksite, position on the salary schedule, residential address, and residential phone number. Whenever a new employee is hired into the bargaining unit, USD shall provide the above information to the UEA President and the OEA Membership Specialist within ten (10) days of hire.
- 2. **Change in Employment Status:** USD shall promptly notify the OEA Membership Specialist and the UEA President whenever an employee in the bargaining unit is placed on an unpaid leave of absence, retires, is laid off, resigns, or changes their name.

Article VIII – Personnel Files

- A. The official files on all teachers are confidential and shall be kept in the District office. These files are open only to the teacher or authorized representative (upon receipt of written request), and others as stated in Board policy. A teacher may attach a rebuttal to, receive copies of or add relevant materials of his/her choosing to any document contained therein. No evaluation, complaint, warning or reprimand shall be removed or placed in the District personnel file unless the teacher has had an opportunity to review such material. An employee will acknowledge that he/she has reviewed the material by signing the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents. A member's refusal to acknowledge such review shall be documented. Teachers, or their designee, may desire to consult with the District from time to time with respect to what materials should be retained in their files. Confidential letters of reference from previous employers are exempt from the requirements of this provision.
- B. The District shall not base discipline of a member on material contained in the member's working file unless the member has previously been made aware of such material within

the year in which it was placed in the working file, or it has been moved to the personnel file in accordance with Section A above.

Article IX – **Teacher Evaluation**

- A. Employees shall be evaluated in compliance with ORS 342.850. At the beginning of the school year, teachers will be informed of the evaluation policy procedure, standards and criteria upon which unit members will be evaluated. Copies of relevant forms will be made available to the teachers. The performance of each teacher shall be evaluated in writing. Teachers may request additional observations.

The District will follow the procedure listed below:

1. A pre-evaluation interview during which performance goals are jointly developed by the teacher and supervisor as is current practice.
 2. An evaluation based on written criteria which includes the performance goals.
 3. A post- evaluation interview.
 4. A copy of the written evaluation shall be submitted to the teacher at the time of the personal conference or within seven working days thereafter; one copy is to be signed and returned to the administration; the other is to be retained by the teacher. Teachers may put objections to evaluations in writing and have them attached to the evaluation report, to be placed in the teacher's personnel file, with a copy to the Superintendent. Employees will not be required to sign a blank or incomplete evaluation form.
- B. A teacher may have Association representation at any meeting related to that teacher's Program of Assistance for Improvement. A Program of Assistance for Improvement means a written plan for a teacher that with reasonable specificity:
1. Identifies specific deficiencies in the teacher's conduct or performance;
 2. Sets forth corrective steps the teacher may pursue to overcome or correct the deficiencies; and
 3. Establishes the assessment techniques by which the District will measure and determine whether the teacher has sufficiently corrected the deficiencies to meet District standards.
- C. Peer Assistance
1. The district may offer peer assistance to any teacher it determines to have a deficiency specified in ORS 342.865(1)(a), (d), (g), or (h). Participation in peer assistance is voluntary. Both the teacher offered assistance and the person asked to provide assistance may refuse to participate with no adverse consequences or penalty. If either teacher refuses to participate the District will be under no obligation to comply with this Section C of this Article. The District may also offer peer assistance

under any other circumstance it deems appropriate. The teacher who will receive the peer assistance shall select the person(s) or agency that will provide the Assistance.

2. The bargain unit member providing assistance will have the option of earning CPD units.
3. No witness or document relating to or arising from peer assistance will be used for any purpose unless both the teacher receiving assistance and the District specifically authorize its use.

D. Mentoring

Prior to initiating a mentor program, the District and Association shall jointly determine the parameters of such program. The District reserves the right to establish and/or discontinue a mentor teacher program for teachers who are new to the District. Mentor teacher positions will be offered to members of the bargaining unit first.

Teacher on Special Assignment (TOSA)

1. A Teacher on Special Assignment shall have no evaluatory responsibilities with respect to the teachers with which he/she works.

Use of Cameras

1. Classroom video captured by the hardwired classroom camera system will be in the use of the classroom with the ability of teachers to access their videos for classroom observations or as a teaching tool, for PD/evaluation, or for security purposes. Recording is optional, but strongly encouraged.
2. Classroom video, captured by the hardwired classroom camera system, shall not be placed in the teacher's personnel file. Administration shall not have access to the classroom video files, but may request them from the teacher. To obtain the video, the teacher will request the footage from the technology director (if a continuous option is in place) or will obtain the footage with their login (for teacher initiated or scheduled recordings). The management of the camera system will be solely controlled by the technology director. Additionally, administration shall not access the live EPIC recording system except in cases of acts of violence, threats to staff or students, or serious educational disruptions. In these situations, the administration may use the EPIC Camera systems to assess the situation, provide access to emergency personnel, and act accordingly.
3. Video may be subpoenaed according to the law.
4. If footage may be used for employee disciplinary purposes, teachers may send the footage to a union representative before deciding to share it with administration.

Article X – **Layoff and Recall**

Layoff – The District will abide by ORS 342.934 if a layoff of bargaining unit positions becomes necessary due to budgeting deficiencies, reduced workload or reduction of programs. The District shall not consider merit or TSPC specializations not required for assignment when a layoff of bargaining unit members becomes necessary. Notification of such action would be by

written memorandum from the Superintendent after action is officially taken by the Board. The District will provide at least 30 calendar days' notice of layoff unless such notice is not possible due to changes in the District's financial situation. For the purposes of this article, the effective date of layoff shall be the bargaining unit member's last date of actual service in a bargaining unit position in the District.

Seniority shall be calculated from the first day of actual service as a bargaining unit member with the District, inclusive of leaves of absence. Upon request from the Association, the Superintendent will provide a list showing the seniority of each bargaining unit member. No bargaining unit member shall be laid off based solely on compensation or placement on the salary schedule.

Recall – Bargaining unit members will be recalled in reverse order of layoff, assuming appropriate licensure. A bargaining unit member shall have 10 working days from receipt of a certified letter of notification to inform the District of his/her intent to return. Failure of the teacher to respond within the 10 working days during the school year, or 10 calendar days when school is not in session shall terminate the teacher's employment rights with the District and be deemed a voluntary resignation. The teacher must be offered a contract within 45 calendar days of the letter of intent. The teacher must thereafter report on the starting date specified by the District, providing such date will not result in the loss of the bargaining unit member's license and providing such date is at least 21 calendar days from the date the notice of recall was received or lose all recall rights.

A teacher's refusal of an offer of contract shall be considered a waiver of recall rights.

A bargaining unit member will remain on the recall list for a period of 27 calendar months, unless he/she resigns or waives his/her recall rights in writing.

All benefits accrued by the bargaining unit member before layoff will be restored upon return to active employment, and he/she will be placed on the proper step of the salary schedule for his/her current position, according to his/her experience and education.

Employees covered by this Article will be given priority for substitution, such will not affect the employees' recall rights.

Article XI – Class Size

Inter-district transfer students shall not be accepted if it will allow the class size in the classroom in which the student will be enrolled to exceed the caps below unless support staff are added or the assigned teacher agrees to the addition. Exceptions to this will be allowed for siblings of transfer students already attending in the district and continuing transfers for students who have been in attendance in the district in the current or prior grade.

Grade Level	Caps
Kinder	21

1	21
2	22
3	25
4	28
5	28

Article XII – **Calendar**

It is recognized that the District has the responsibility to set the annual school calendar. Prior to adoption of the calendar, a proposed calendar will be referred to the Association for review and comment.

Article XIII – **In-Service Professional Days**

Starting with the 2000-2001 school year the District will adopt a calendar which will establish Statewide In-Service Day as a non-contract/non-paid day. To support building/District goals, bargaining unit members may attend an administratively approved professional in-service on statewide in-service day. Registration fees for the above listed administratively approved in-services on statewide in-service day and mileage reimbursement for in-services more than 90 miles round trip from Umatilla will be paid by the District.

Other In-Services/Workshops – If a bargaining unit member attends a workshop, clinic, seminar, etc., throughout the year at the request of the District, registration and other necessary fees shall be paid at the time of registration by the District. If a bargaining unit member requests permission to attend a workshop, clinic, seminar, etc., throughout the year, and permission is granted by the Principal and/or Site Council, fees or expenses may be paid by the Site Council or District Development Pool and time away from school may be arranged by the school.

Article XIV – **Work Year - Workday**

- A. **Work Year** - The basic contract year for teachers will be 185 days, which will include not less than 177 student contact days and no more than three paid holidays.
- B. **Workday** - The workday for bargaining unit members shall consist of eight hours per day, including a 30 minute duty-free lunch period.

The starting and ending times of the teacher workday shall be determined by the District. However, individual teachers desiring an alternative starting/ending time may request so in writing to the District. The District retains the final discretion to grant or deny such requests; such discretion shall not be subject to challenge by grievance or otherwise. When students are dismissed early because of a holiday, teachers shall be released 30 minutes after the students are released

All time, except designated preparation time (see clause D below) and the duty-free lunch period, is District work time. The District retains the right to assign duties as needed during such time.

- C. **Report Card Preparation** – All 7-12 grade teachers shall receive two-half days for report card preparation on the 2nd to last, and the last Fridays of each nine (9) week grading period, all K-6 grade teachers shall receive one full day for report card preparation on the last day of each nine (9) week grading period. All teachers are to remain on campus until the normal dismissal time.
- D. **Preparation Time** –Teachers shall receive the following preparation time during the workday:
1. Grades K-6: a minimum of 150 minutes of preparation time per week. In addition, when students are not scheduled for Friday afternoons, one-half of these Fridays, excluding any Fridays scheduled as report card preparation, will be designated prep-time from 1:00 to 4:00 p.m. Principals shall not schedule formal staff meetings or committee meetings during these time periods, except in cases of emergency.
 2. Grades 7-12: on a "block schedule" format, a minimum of 420 minutes of preparation time every two weeks or if the District chooses to adopt an alternative schedule, a minimum of 225 minutes per week of preparation time.
 3. Preparation time shall be prorated for less-than-full-time unit members.
 4. Teachers at any grade level may be asked to substitute for another teacher who is temporarily out of his or her assigned classroom. If a teacher is required to substitute for another teacher, resulting in a loss of preparation time, then the teacher shall be paid for the lost preparation time at their hourly rate. If an absent teacher's class is divided among teachers, each teacher shall be paid for the coverage time at their hourly rate. Administration will attempt to evenly distribute the absent teacher's class. Such payment will be made only in the event that the substitute arrangement was required and approved by an administrator.
- E. **Health/Safety** – If a bargaining unit member agrees to provide or assist with the health services, the District will provide adequate training from a medically licensed professional during the normal workday.

Article XV – **Paid Leaves of Absence**

- A. **Bereavement Leave** - Up to a total of five days leave with pay will be authorized by the District for Bereavement Leave. Up to five days of bereavement leave will be granted in the event of an immediate family member. Immediate family is defined as the spouse, same-gender domestic partner, custodial parent, non-custodial parent, adoptive parent, foster parent, biological parent, step parent, parent-in-law, parent of same-gender domestic partner, grandparent or grandchild of the employee, or a person with whom the employee is or was in a relationship of in loco parentis. It also includes the biological,

adopted, foster or stepchild of an employee or the child of an employee's same-gender domestic partner, spouse, parent, child, sibling, grandparent or any other person that is a member of the employee's household. In addition, an employee who suffers a pregnancy loss shall be eligible for bereavement leave. Employees may request bereavement days for someone not identified above at the discretion of the Superintendent.

Additional days may be granted in the event of extenuating circumstances as unpaid leave or leave of absence if eligible, or may be arranged through the Superintendent or authorized representative. The teacher may be required to pay the cost of the substitute.

- B. **Jury Duty Leave** - An employee shall be granted leave with pay for service upon a jury; provided, however, that the compensation paid to such an employee for the period of leave shall be reduced by the amount of compensation received by the employee for such jury service. Upon being excused from jury service during any day, an employee shall immediately return to complete his/her assignment for the remainder of his/her regular workday.
- C. **Witness/Appearances Leave** - Leave with pay shall be granted for an appearance before a court, legislative committee, judicial or quasi-judicial body as a witness in response to a subpoena or other direction by proper authority; provided, however that the compensation paid to any such employee shall be reduced by an amount equal to any compensation the employee receives as witness fees. Such leave shall not apply if the teacher is a litigant against the District
- D. **Personal Leave** - Each employee of the District shall be eligible to receive up to four days leave per year with pay subject to the following conditions:
 - 1. The definition of Personal Leave is leave for personal business, which cannot be conducted outside of work hours.
 - 2. Leave may be taken for illness or injury of a member of the employee's immediate family. Immediate family shall consist of parents, children, brothers, sisters and spouse.
 - 3. Except in emergency situations, the teacher must submit a written request for such leave to the Principal at least 48 hours in advance of the requested absence.
 - 4. The District reserves the right to deny teachers' requests for leave based on the availability of substitutes.
 - 5. Leave may not be used before or after a holiday, to extend a holiday or vacation unless approved by the Superintendent. The request for such exception must be made in writing and submitted to the Superintendent at least 72 hours prior to the date of the requested leave.
 - 6. Two unused personal days may be carried over for use in the following school year.

- E. **Sick Leave** - Leave with pay will be provided to each regular teacher at the rate of 10 days per school year as provided in ORS 332.507. Such sick leave will be credited to said teachers on the first school day of the fall semester except in cases of teachers who begin service after the beginning of the school year. If this is the case, sick leave shall be credited on the first day of active teaching service and shall consist of one day for each month of the school year in which the teacher is employed. Total accumulated days shall be without limit.

If an absence exceeds three consecutive days, the employee may be required to furnish a statement from a physician or other qualified medical practitioner showing the absence was for reasons of personal illness or injury.

All teachers who find it necessary to be absent shall notify the school administration as soon as possible, but no later than one hour prior to reporting time on the day of absence. If at all possible, teachers shall notify the school administration by 3:00 p.m. of the day absent if he/she is to be gone for the following day.

Sick leave may be taken for personal and/or family illness or injury. Medical, dental and vision appointments. The District may require a teacher to submit to medical evaluation where cause to question the employee's fitness may exist. The District shall designate the physician, clinic or other facility to be utilized and shall pay all costs including transportation associated with the examination.

Family Medical Leave Insurance

An employee who receives a benefit under Workers' Compensation Insurance or Paid Family and Medical Leave Insurance may elect to use accrued sick leave to make up the difference between their benefits and their normal salary. Upon receiving written notice of such an election, the District shall deduct and apply the number of accrued sick leave hours necessary to ensure that the employee receives their normal salary.

- F. **Association Leave** - Not more than eight days of leave will be granted for Association members to attend meetings related to collective bargaining, contract administration, and Association business including, but not limited, to the Oregon Education Association Representative Assembly. These leave days must be arranged not less than three working days in advance of the absence from work. The Association will pay the substitute's salary and benefits.
- G. **Charged Leave Hours** - Employees will be charged leave hours commensurate with the hours paid, i.e., if an employee takes a day of sick leave, but a substitute teacher is only required for a portion of that day, the employee will be charged for eight hours leave.

Article XVI – Unpaid Leaves of Absence

A. Parental/Family Illness Leave

Parental leave shall be granted in accordance with ORS 332.507, 342.545, 342.610, 659.010, 659.121, 659.470 - 659.494. Americans with Disabilities Act of 1990. Family and Medical Leave Act of 1993.

B. Military Leave

The District shall allow leaves of absence without pay for reasons of mandatory military service in the Armed Forces of the United States as provided by law.

C. Benefits

A bargain unit member on leave may, subject to such restrictions as the carrier may impose, continue to purchase, at his or her own cost, medical or other insurance under the group plan. Upon return from leave, all benefits accrued prior to the leave, such as sick leave accrual, seniority and longevity placement on the salary schedule, shall be reinstated to the employee.

Article XVII – Fringe Benefits, Payment of Salary, Payroll Deductions

Fringe Benefits – During the specific term of this Agreement, the District shall contribute to the purchase of full family medical hospitalization vision, dental, term life, and long term disability insurance premiums for any eligible member of the bargaining unit, as provided below:

A. Payment of Premiums

1. During the term of the contract, beginning October 1, 2025, the District shall contribute up to \$1,815 per month per eligible member toward the purchase of medical, vision, dental, and term life insurance premiums and \$1,880 beginning October 1, 2024. During that year, members will pay long-term disability premiums, regardless of whether the cap is exceeded. Long term disability shall be negotiated by the district at group rates.
- B. Any costs above the District's contribution for such insurance premiums shall be borne by each unit member through payroll deduction.
- C. The District and the Association shall create a committee of equal members to evaluate the OEGB insurance plans and make a recommendation to the School Board for insurance plans that include at least three plans.
- D. Licensed staff working half time or less shall not be required to participate in the benefit program. If said employees choose to participate their benefits will be prorated.
- E. District shall offer Section 125 for child care and unreimbursed medical as allowable by law and provided by the OEGB.
- F. If an employee selects a high deductible policy (HDHP that is HSA compatible) and the monthly cost for such plan is less than the cap, the employee shall receive the difference

into an HSA or HRA as allowable by law. The total amount paid by the district for both the insurances and HSA/HRA shall not exceed the cap identified in Article XVI, section A.

- G. An employee may “opt-out” of District coverage by indicating in writing to the District the employee’s election not to obtain insurance coverage through the District. The deadline for making this election shall be September 1st.

- H. Life Flight Insurance- The district will annually reimburse employees for ground and air life flight (or comparable) insurance at 100% for family coverage for ambulance and flight coverage (not to exceed \$200/year). Employees will need to submit their proof of payment with the appropriate district reimbursement form by October 1st.

A member’s decision to opt-out of District insurance coverage shall constitute a waiver of the right to any such benefit for the duration of the insurance year and shall be irrevocable until the following year. All members who opt out of District insurances will receive 50% of the insurance cap per month from the District, to be deposited in a Section 125 account, HSA, HRA or 403b account as allowable by law.

Payment of Salary – All licensed staff salaries shall be based on 12 equal payments. Bargaining unit members will receive their final three salary payments upon completion of the contract year. Salary payments shall be made by the 20th day of the month or the last working day before the 20th of the month.

Payroll Deductions – Deductions other than those required by law may be made from the employee’s pay providing it is requested by the employee in writing and is approved by the district.

Article XVIII – **Compensation**

The compensation schedules for teachers are attached to this Agreement as Appendices A and B and by reference incorporated herein.

- A. The District shall "pick-up," assume and pay the employee contribution to the Public Employees Retirement Fund for the teacher members participating in the Public Employees Retirement System (PERS). The District shall match up to 4% of the teacher’s annual salary into a 403b account (funded in monthly contributions). Under no situation will the district contribute more than a combined total of 4% into the employee’s 403b account, no matter the total amount contributed by the employee. The employee must choose the TSA provider and plan from the District’s approved provider list and return appropriate paperwork to the district office prior to September 1st to receive this benefit.
- B. If the teacher completes the necessary credits for advancement to the higher educational level on the compensation schedule, an adjustment in placement on the schedule, to be effective in the subsequent pay period, will be made only if official transcripts have been received, verifying successful completion of the additional course work, by the District office prior to the 5th day of the month in the current pay period. Such change shall be

made moving forward and will not be retroactive. To be eligible for salary schedule advancement, the course must have the prior written approval of the Superintendent. To be approved, the course work must be related to the teaching assignment or area of licensure of the teacher requesting approval. For movement on the salary schedule:

1. For salary column advancement credits must be graduate credits only from column MA to column MA+15 and must be earned after the degree is conferred. At the Superintendent's discretion, credit may be given for lower division coursework.
 2. Only upper division credits will be allowed in movement from column BA to column BA+45 unless it's a CTE eligible training course for a CTE certified teacher.
 3. No teacher shall be denied credit for education that had been previously granted on the salary schedule. However, no teachers shall receive credit for additional horizontal advancement on the salary schedule unless the full number of hours subsequent to the conferral of the degree required for licensure is substantiated and on file.
 4. Should the district request an additional endorsement, the units required will be acceptable for movement on the salary schedule.
- C. In the event of school closure due to inclement weather, those days shall be considered work days unless the District designates them as days teachers are not to report. If they are workdays, teachers shall have the option of reporting or having the days charged to leave under Article XIV – Paid Leaves of Absence. If a teacher who has no leave available does not report to work, the days in question will be without pay. If teachers are not to report, the days shall be with pay. The District shall have the right to make up all such paid days without additional compensation. If school has begun for the day and early dismissal is required, employees shall be dismissed when students have vacated the building. In the case of a delay, employees shall report to work no later than one hour before students are arriving (for example, on a three hour delay for students, staff shall report to work two hours later than their normal start time).
- D. Employees who complete 1 year of service will receive an advancement of one step on the salary schedule in accordance with years of experience for the next contract year, unless said employee is on the highest step of that column.
- E. In the event of school closure due to disaster, teachers shall not be paid until the District is able to resume operations in alternative facilities.
- F. The District will allow full experience for new employees. At his/her discretion, the superintendent may approve a higher step placement based on relevant experience.
- G. Mileage involved in administratively approved and regularly scheduled duties will be paid on the basis of the IRS approved rate.
- H. Residency Bonus

The Board encourages all employees to live in the boundaries of our district and to participate in our community. A bonus of 1% of the teacher's annual salary shall be paid in the June balance of contract payment to any teacher who maintains his/her primary residence within the boundaries of the Umatilla School District for the entire period beginning with the preceding September 1 and ending May 1. Pro-rating is not available. An employee must submit his/her proof of primary residence (utility statements reflecting usage for the past twelve months and must match the address on file with the district) on or before May 15th to be awarded the bonus in the June balance of contract payment.

I. Job Share

1. When two bargaining unit members wish to job share, then they may apply to the Superintendent. If the District determines that it is in the best interest of the educational program, the job sharing will be allowed.
2. Each individual shall receive salary and benefits prorated at the level he/she would receive if he/she were teaching full time in that position.
3. Each year's experience as a member of a job sharing team shall be counted as a full year's experience.

Article XIX – **Extra-Duty Compensation**

Licensed employees will receive extra-duty pay for assigned duty after the end of the contract day or on weekends for only the first five hours. These payments are to be pre-approved by the appropriate administrator and will not extend to any coach or advisor who is being paid for that activity supervision, or for school functions such as open house, Christmas program and parent conferences or for fund-raising functions such as the carnival and the auction.

The District will set extra-duty pay schedules for activities as shown in Appendix A. When a new extra duty position is added, the District shall bargain over the rate of pay for that position upon demand by the Association. Letters of intent for extra-duty positions will be issued by the close of school the preceding year, if such assignments can be determined. The District will make all extra-duty assignments. Assistant coaches will be assigned dependent on turnout and need.

Extra-duty pay for coaching assignments will be paid on a prorated basis during the coaching season. Extra-duty pay for Special Education, Band, Choral, Speech and Debate, Yearbook, and Drill Team or Rally will be paid on a 12 month basis.

Tuition Reimbursement: Teachers will be reimbursed for administratively approved course work up to a maximum of **\$1,100/year**.

Prior arrangements must be made as soon as possible in advance of the course work and approved by the Superintendent of Schools. All reimbursement will be upon completion and submission of official transcripts showing proof of work.

Extra-Duty Compensation Rates

July 1, 2025- June 30, 2027

Assigned Duty Classified Hourly Flat Rate

Tutor BA+0 hourly rate

Article XX – **District Activities**

- A. Bargaining unit members shall be required to participate in the following extra-duty school functions beyond the contract day as follows:
1. Holiday ("Christmas") Program – required; K-6 teachers
 2. Carnival – voluntary
 3. Middle School Graduation – required for Middle School teachers
 4. High School Graduation – required for High School
 5. Open House – required
 6. Parent/teacher conferences – required
 7. In special circumstances, absence may be approved by the District.
- B. The parties further acknowledge that no additional compensation shall be paid for participation in any of the aforementioned school functions, in accordance with Article XVIII – Extra-Duty Compensation.

Article XXI – **Evaluation of Students**

The teacher shall be responsible for determining grades and other evaluations of students within the grading policies of the District based upon the teacher's professional judgment of available criteria pertinent to any given subject area or activity for which he/she is responsible. No grade or evaluation shall be changed without mutual agreement by the teacher involved and administration. If the building administrator determines it necessary to challenge a final grade, a written request to review the issuance of the grade will be referred to the superintendent or his/her designee. The superintendent or designee, the teacher involved, and the building administrator will review the request. The teacher may invite a colleague of his/her/their choice if he/she/they so chooses. If the superintendent, or his/her/their designee, determines it necessary to change the grade, a written record including the reasons for the review and the decision shall be witnessed by the superintendent or designee, teacher, administrator and colleague (if applicable) and will be placed in the student's permanent file.

Article XXII – Term of Agreement

This Agreement shall be effective as of July 1, 2025, and shall be binding upon the District, the Association and all licensed personnel, and shall remain in full force and effect through 2027. This contract becomes effective when ratified by both the District and the Association.

Nothing in this Agreement is intended to limit the right of either the District or the Association from, at any time, freely discussing any or all aspects of this contract. Any changes, however, must be agreed to jointly and properly executed in writing by the District and the Association. Neither side, however, is required to bargain collectively on any portion of this Agreement if such bargaining is to change the effect of this Agreement during the period of time through June 30, 2027.

The Association and its members agree that they will not participate in any strike, work stoppage, slow-down or other concerted work action during the term of this Agreement.

The District agrees that during the term of this Agreement there will be no lockout of employees in the bargaining unit.

In witness whereof the District has caused this Agreement to be signed by its chairman, and attested to by its clerk, and the Association has caused this Agreement to be signed by its President and attested to by the Chairperson of the Association’s negotiating team.

Date: _____
Umatilla School District #6R
Board of Directors

Date: _____
Umatilla Education Association

By: _____
Chairman, Board of Directors
Association

By: _____
President, Umatilla Education

By: _____
Clerk

By: _____
Chair, UEA Negotiating Team

Appendix A**2025-2027 Extra Duty Salary Schedule**

Position	Salary
TAG Coordinator/TSPC Bilingual Specialization	\$1,647
Dual Language and Special Education Teachers	4% of assigned teacher's salary annually

Approved contracts other than those listed above will be negotiated on a basis of percent comparison of time spent and length of season as compared to the head or assistant coaches of sports in a similar program.

Appendix B: Salary Schedules

2025-26 Salary Schedule

Step	BA 25-26	BA+15 25-26	BA+30 25-26	BA+45 25-26	MA 25-26	MA+15 25-26
0	\$47,784.54	\$49,695.41	\$51,681.60	\$53,751.25	\$55,901.69	\$58,137.00
1	\$49,217.70	\$51,184.70	\$53,233.85	\$55,363.75	\$57,578.51	\$59,879.52
2	\$50,693.29	\$52,719.16	\$54,829.90	\$57,024.13	\$59,304.61	\$61,676.80
3	\$52,215.43	\$54,300.16	\$56,475.23	\$58,733.80	\$61,082.73	\$63,527.45
4	\$53,780.01	\$55,929.07	\$58,169.85	\$60,494.12	\$62,915.57	\$65,432.86
5	\$55,392.49	\$57,609.99	\$59,915.11	\$62,311.93	\$64,804.57	\$67,397.14
6	\$57,054.25	\$59,338.83	\$61,712.38	\$64,180.39	\$66,746.93	\$69,417.53
7	\$58,765.30	\$61,119.67	\$63,564.42	\$66,106.33	\$68,748.17	\$71,499.53
8	\$60,528.34	\$62,952.55	\$65,472.57	\$68,091.14	\$70,812.37	\$73,644.49
9	\$62,346.15	\$64,840.16	\$67,436.84	\$70,133.42	\$72,934.07	\$75,853.78
10	\$64,215.98	\$66,786.64	\$69,459.97	\$72,235.96	\$75,122.81	\$78,131.51
11	\$66,143.29	\$68,790.62	\$71,541.95	\$74,402.81	\$77,377.29	\$80,473.59
12		\$70,854.81	\$73,689.65	\$76,636.74	\$79,698.82	\$82,888.21
13			\$75,898.95	\$78,936.38	\$82,090.17	\$85,375.37
14				\$81,304.47	\$84,554.06	\$87,935.09
15				\$83,742.35	\$87,089.14	\$90,574.19

An annual Longevity Bonus of 3% of annual salary will be paid to those on Step 15 in columns BA+45, MA and MA+15 during the 2025-26 and 2026-27 school years.

On the November paycheck in the first year of a contract teacher (following probationary period), a 3% of annual salary retention bonus will be paid during the 2025-26 and 2026-27 school years.

Upon completion of the 5th, 10th, 15th, 20th, 25th, 30th, 35th, or 40th, school years with the Umatilla School District, on the November paycheck of the following year a 1% of annual salary retention bonus will be paid during the 2025-26 and 2026-27 school years provided the teacher remains employed.

2026-2027 Salary Schedule

Step	BA 26-27	BA+15 26-27	BA+30 26-27	BA+45 26-27	MA 26-27	MA+15 26-27
0	\$49,456.99	\$51,434.75	\$53,490.45	\$55,632.55	\$57,578.74	\$60,171.79
1	\$50,940.32	\$52,976.17	\$55,097.04	\$57,301.48	\$59,305.87	\$61,975.30
2	\$52,467.56	\$54,564.33	\$56,748.95	\$59,019.97	\$61,083.74	\$63,835.48
3	\$54,042.97	\$56,200.67	\$58,451.86	\$60,789.49	\$62,915.21	\$65,750.91
4	\$55,662.31	\$57,886.59	\$60,205.80	\$62,611.42	\$64,803.04	\$67,723.01
5	\$57,331.23	\$59,626.34	\$62,012.13	\$64,492.84	\$66,748.71	\$69,756.04
6	\$59,051.14	\$61,415.69	\$63,872.31	\$66,426.71	\$68,749.34	\$71,847.15
7	\$60,822.09	\$63,258.86	\$65,789.17	\$68,420.05	\$70,810.62	\$74,002.01
8	\$62,646.83	\$65,155.88	\$67,764.11	\$70,474.33	\$72,936.75	\$76,222.05
9	\$64,528.26	\$67,109.56	\$69,797.13	\$72,588.09	\$75,122.09	\$78,508.66
10	\$66,463.54	\$69,124.18	\$71,891.07	\$74,764.22	\$77,376.50	\$80,866.11
11	\$68,458.30	\$71,198.29	\$74,045.92	\$77,006.91	\$79,698.61	\$83,290.17
12		\$73,334.73	\$76,268.79	\$79,319.03	\$82,089.78	\$85,789.29
13			\$78,555.41	\$81,699.15	\$84,552.88	\$88,363.51
14				\$84,150.13	\$87,090.68	\$91,012.81
15				\$86,673.33	\$89,701.82	\$93,744.29

An annual Longevity Bonus of 3% of annual salary will be paid to those on Step 15 in columns BA+45, MA and MA+15 during the 2025-26 and 2026-27 school years.

On the November paycheck in the first year of a contract teacher (following probationary period), a 3% of annual salary retention bonus will be paid during the 2025-26 and 2026-27 school years.

Upon completion of the 5th, 10th, 15th, 20th, 25th, 30th, 35th, or 40th, school years with the Umatilla School District, on the November paycheck of the following year a 1% of annual salary retention bonus will be paid during the 2025-26 and 2026-27 school years provided the teacher remains employed.

Appendix C: Extra Duty Salary Schedule

2025-2026

		Extra Duty Salaries 2025-26					
		Experience					
	Rate of Base	0 Years	1 Year	2 Year	3 Year	4 Years	5 Years +
		Base	1.03	1.06	1.09	1.12	1.15
Based on BA, Step 0 Teacher's Salary	\$47,784.54						
Head Football	13%	\$6,211.99	\$6,398.35	\$6,584.71	\$6,771.07	\$6,957.43	\$7,143.79
Head Basketball (B and G)	13%						
Head Volleyball	11%	\$5,256.30	\$5,413.99	\$5,571.68	\$5,729.37	\$5,887.06	\$6,044.74
Head Soccer (B and G)	11%						
Head Baseball	11%						
Head Softball	11%						
Head Wrestling	11%						
Head Cross-Country	10%	\$4,778.45	\$4,921.81	\$5,065.16	\$5,208.51	\$5,351.87	\$5,495.22
Head Track	10%						
Head Tennis	10%						
Head Golf	10%						

Asst. Football	9%	\$4,300.61	\$4,429.63	\$4,558.65	\$4,687.66	\$4,816.68	\$4,945.70
JV Basketball (B and G)	9%						
JV Volleyball	8%	\$3,822.76	\$3,937.45	\$4,052.13	\$4,166.81	\$4,281.49	\$4,396.18
JV Soccer (B and G)	8%						
JV Baseball	8%						
JV Softball	8%						
Asst Track	7%	\$3,344.92	\$3,445.27	\$3,545.61	\$3,645.96	\$3,746.31	\$3,846.66
Asst XC (10+)	7%						
Asst Tennis	7%						
Asst Golf (10+)	7%						
Asst Wrestling (10+)	7%						
Head Assistant (available for player numbers as follows)	6%	\$2,867.07	\$2,953.08	\$3,039.10	\$3,125.11	\$3,211.12	\$3,297.13
Football More than 45	6%						
Soccer 30 or More OR No JV	6%						
XC 30 Plus	6%						
Volleyball No JV or 26 Plus	6%						
Basketball No JV or 23 for 3rd and 30 for 4th	6%						
Baseball No JV or 30 Plus	6%						
Softball No JV or 30 Plus	6%						
Tennis 30 Plus or 2nd Coach	6%						
Track 60 for 4th Coach	6%						
Additional Assistants (Admin Approval)	6%						

MS Coaches	5.50%	\$2,628.15	\$2,706.99	\$2,785.84	\$2,864.68	\$2,943.53	\$3,022.37
3rd Coach- Volunteer (Extra Duty Hourly Only as Approved by Admin)							
In School Club/Activity -with no outside of school hours regularly scheduled	3%	\$1,433.54	\$1,476.54	\$1,519.55	\$1,562.55	\$1,605.56	\$1,648.57
Out of School Club/Activity with less than 10 hours of out of school time scheduled per month	6%	\$2,867.07	\$2,953.08	\$3,039.10	\$3,125.11	\$3,211.12	\$3,297.13
Out of School Club/Activity with more than 10 hours of regularly scheduled activities outside of school per month	11%	\$5,256.30	\$5,413.99	\$5,571.68	\$5,729.37	\$5,887.06	\$6,044.74
Playoffs after League Per Week							
Head Coach	0.75%	\$358.38	\$369.14	\$379.89	\$390.64	\$401.39	\$412.14
Assistant 1 Payout	0.50%	\$238.92	\$246.09	\$253.26	\$260.43	\$267.59	\$274.76

2026-27

		Extra Duty Salaries 2026-27					
		Experience					
	Rate of Base	0 Years	1 Year	2 Year	3 Year	4 Years	5 Years +
		Base	1.03	1.06	1.09	1.12	1.15
Based on BA, Step 0 Teacher's Salary	\$49,456.99						
Head Football	13%	\$6,429.41	\$6,622.29	\$6,815.17	\$7,008.06	\$7,200.94	\$7,393.82
Head Basketball (B and G)	13%						

Head Volleyball	11%	\$5,440.27	\$5,603.48	\$5,766.69	\$5,929.89	\$6,093.10	\$6,256.31
Head Soccer (B and G)	11%						
Head Baseball	11%						
Head Softball	11%						
Head Wrestling	11%						
Head Cross-Country	10%	\$4,945.70	\$5,094.07	\$5,242.44	\$5,390.81	\$5,539.18	\$5,687.55
Head Track	10%						
Head Tennis	10%						
Head Golf	10%						
Asst. Football	9%	\$4,451.13	\$4,584.66	\$4,718.20	\$4,851.73	\$4,985.26	\$5,118.80
JV Basketball (B and G)	9%						
JV Volleyball	8%	\$3,956.56	\$4,075.26	\$4,193.95	\$4,312.65	\$4,431.35	\$4,550.04
JV Soccer (B and G)	8%						
JV Baseball	8%						
JV Softball	8%						
Asst Track	7%	\$3,461.99	\$3,565.85	\$3,669.71	\$3,773.57	\$3,877.43	\$3,981.29
Asst XC (10+)	7%						
Asst Tennis	7%						
Asst Golf (10+)	7%						
Asst Wrestling (10+)	7%						
Head Assistant (available for player numbers as follows)	6%	\$2,967.42	\$3,056.44	\$3,145.46	\$3,234.49	\$3,323.51	\$3,412.53
Football More than 45	6%						

Soccer 30 or More OR No JV	6%						
XC 30 Plus	6%						
Volleyball No JV or 26 Plus	6%						
Basketball No JV or 23 for 3rd and 30 for 4th	6%						
Baseball No JV or 30 Plus	6%						
Softball No JV or 30 Plus	6%						
Tennis 30 Plus or 2nd Coach	6%						
Track 60 for 4th Coach	6%						
Additional Assistants (Admin Approval)	6%						
MS Coaches	5.50%	\$2,720.13	\$2,801.74	\$2,883.34	\$2,964.95	\$3,046.55	\$3,128.15
3rd Coach- Volunteer (Extra Duty Hourly Only as Approved by Admin)							
In School Club/Activity -with no outside of school hours regularly scheduled	3%	\$1,483.71	\$1,528.22	\$1,572.73	\$1,617.24	\$1,661.75	\$1,706.27
Out of School Club/Activity with less than 10 hours of out of school time scheduled per month	6%	\$2,967.42	\$3,056.44	\$3,145.46	\$3,234.49	\$3,323.51	\$3,412.53
Out of School Club/Activity with more than 10 hours of regularly scheduled activities outside of school per month	11%	\$5,440.27	\$5,603.48	\$5,766.69	\$5,929.89	\$6,093.10	\$6,256.31
Playoffs after League Per Week							
Head Coach	0.75%	\$370.93	\$382.06	\$393.18	\$404.31	\$415.44	\$426.57
Assistant 1 Payout	0.50%	\$247.28	\$254.70	\$262.12	\$269.54	\$276.96	\$284.38