

MCS D 2015-16
Contracts Re-Opener
Salaries reflect an increase of 5%

OSEA – CLASSIFIED STAFF

Classified Salary Schedule – 2015-16

	ASST COOK	HEAD COOK	ASST CUST	HEAD CUST/ BEHAVIOR TECH	FAC COORD	ED ASST	LIB TECH/ ALT ED ASST	DEPT SEC	SCH SEC
1	\$9.80	\$10.42	\$13.86	\$15.12	\$14.48	\$9.84	\$10.47	\$11.37	\$12.40
2	\$10.00	\$10.63	\$14.08	\$15.34	\$14.70	\$10.04	\$10.69	\$11.58	\$12.66
3	\$10.20	\$10.84	\$14.29	\$15.57	\$14.91	\$10.24	\$10.89	\$11.82	\$12.92
4	\$10.40	\$11.06	\$14.50	\$15.80	\$15.14	\$10.45	\$11.12	\$12.04	\$13.18
5	\$10.61	\$11.27	\$14.73	\$16.03	\$15.37	\$10.66	\$11.34	\$12.30	\$13.43
6	\$10.82	\$11.51	\$14.94	\$16.28	\$15.59	\$10.87	\$11.56	\$12.55	\$13.70
7	\$11.04	\$11.74	\$15.17	\$16.52	\$15.83	\$11.09	\$11.80	\$12.78	\$13.99
8	\$11.26	\$11.96	\$15.39	\$16.78	\$16.08	\$11.31	\$12.02	\$13.04	\$14.26
9	\$11.48	\$12.21	\$15.62	\$17.02	\$16.31	\$11.53	\$12.27	\$13.31	\$14.54
10	\$11.71	\$12.46	\$15.87	\$17.28	\$16.56	\$11.76	\$12.53	\$13.59	\$14.84
11	\$11.94	\$12.69	\$16.10	\$17.54	\$16.81	\$12.00	\$12.76	\$13.84	\$15.14
12	\$12.18	\$12.96	\$16.34	\$17.80	\$17.05	\$12.23	\$13.02	\$14.12	\$15.45
13	\$12.42	\$13.22	\$16.59	\$18.07	\$17.31	\$12.48	\$13.29	\$14.41	\$15.74
14	\$12.67	\$13.47	\$16.83	\$18.33	\$17.57	\$12.73	\$13.55	\$14.70	\$16.07
15	\$12.93	\$13.74	\$17.08	\$18.62	\$17.83	\$12.99	\$13.82	\$14.98	\$16.38

Special Education Level of Dependent Care

Tier 1 = \$50.00/month **or *\$0.39 per hour**

Tier 2 = \$75.00/month **or *\$0.59 per hour**

Tier 3 = \$100.00/month **or *\$0.78 per hour**

***Classified employees, upon prior approval from building administration and the assistant superintendent/special programs director can claim an hourly stipend for working with specifically identified students during the course of their regular workday.**

12.3 For all classified employees hired on or after 7/1/2001, the District shall pay the health insurance premiums of each regular classified employee his/her family health insurance on a pro-rated basis, based upon the following schedule:

<u>Annual Hours</u>	<u>% of District Contribution</u>
1700 and up	100% = \$1200.00 \$1250
1300 to 1699	80% = \$960.00 \$1000
1000 to 1299	65% = \$780.00 \$822
700 to 999	50% = \$600.00 \$625
< 700	No Benefits

The District will provide a Health Savings Plan with the following stipulations:

For staff members who elect Health Plan H – ~~80%~~ **100%** of the difference between the cost of the insurance for Plan H, dental, vision and the ~~\$1200~~ **\$1250** cap will be put into a Health Savings Account (HSA). ~~For staff who elect Health Plan H and are still under the Section 125 Plan, the district will set aside in an account for anyone wanting to convert from the Section 125 Plan to the HSA, at the end of the Section 125 year – March 1st.~~

MCEA – LICENSED STAFF

Appendix F – Coaches Salary Schedule – 2015-16

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

Step/Column	A	B	C	D	E	F	G	H
	High School AD	High School Head Coaches	High School JV Coaches	High School HD Golf, Tennis	High School 3 rd Asst or C-Team Golf, Tennis	Jr. High AD	Jr. High Head Coach	Jr. High Asst. Coach
0	3772	3544	2743	2914	1828	1886	1250	943
1	3972	3683	2858	3069	1943	1986	1401	1093
2	4196	3961	2972	3233	2058	2098	1552	1169
3	4372	4192	3085	3423	2170	2186	1703	1245
4	4572	4457	3200	3544	2286	2286	1854	1320

Cheerleading coach is for two seasons – football & basketball

EXCESSIVE MILEAGE STIPEND

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

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

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

APPENDIX B – Extended Days Schedule

General supervision and/or ticket selling at all sporting events, dances, concerts, drama productions, committee, club class activities, or any other school function outside regular working hours or extending past regular working hours will be paid at the rate of ~~\$10~~ **\$15** per hour. Building administrators shall first seek volunteers for these assignments before assigning teachers on an involuntary basis to perform general supervision. No teacher shall be compelled to perform general supervision in excess of eight hours per month.

Extended Contracts

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

Music/Band

Five (5) days extended contract

Special Education

Five (5) days extended contract

Vocational Agriculture

Thirty (30) days extended contract or as recommended by the principal and approved by the Superintendent

CTSO Advisor (Career & Tech Student Organization)

Eight (8) days extended contract or as recommended by the principal and approved by the Superintendent

Art

Three (3) days extended contract

Shop

Three (3) days extended contract

Counseling

Heppner Jr/Sr High

Fifteen (15) days extended contract

Riverside Jr/Sr High

Fifteen (15) days extended contract

Irrigon Jr/Sr High

Fifteen (15) days extended contract

Library

Assignment of extended contracts for librarians is dependent upon the size and complexity of the media center operation. Librarian extended contracts are established as follows: (This does not extend to instructional assistants assigned to the library.)

Heppner Jr/Sr High	Ten (10) days extended contract
Heppner Elem	Ten (10) days extended contract
Riverside Jr/Sr High	Ten (10) days extended contract
Irrigon Jr/Sr High	Ten (10) days extended contract
A.C. Houghton Elem	Ten (10) days extended contract
Sam Boardman Elem	Ten (10) days extended contract

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

Salary Schedule - Appendix C - 2015-16

STEP	BA/BS+15	BA/BS+30	BA/BS+45	STD +0MA/MS+0/BA+60	STD+30/MA/MS+30/BA+95	STD+45/MA/MS+45
1	\$ 35,374.50	\$ 36,217.65	\$37,123.80	\$ 38,053.05	\$ 39,002.25	\$ 39,976.65
2	\$ 36,406.65	\$ 37,275.00	\$38,207.40	\$ 39,161.85	\$ 40,140.45	\$ 41,144.25
3	\$ 37,470.30	\$ 38,363.85	\$39,323.55	\$ 40,305.30	\$ 41,314.35	\$ 42,345.45
4	\$ 38,565.45	\$ 39,482.10	\$40,471.20	\$ 41,483.40	\$ 42,518.70	\$ 43,582.35
5	\$ 39,691.05	\$ 40,636.05	\$41,653.50	\$ 42,694.05	\$ 43,761.90	\$ 44,854.95
6	\$ 40,849.20	\$ 41,822.55	\$42,869.40	\$ 43,940.40	\$ 45,039.75	\$ 46,165.35
7	\$ 42,042.00	\$ 43,043.70	\$44,121.00	\$ 45,223.50	\$ 46,355.40	\$ 47,513.55
8	\$ -	\$ 44,301.60	\$45,409.35	\$ 46,545.45	\$ 47,707.80	\$ 48,899.55
9	\$ -	\$ 45,595.20	\$46,734.45	\$ 47,904.15	\$ 49,101.15	\$ 50,328.60
10	\$ -	\$ -	\$48,098.40	\$ 49,302.75	\$ 50,535.45	\$ 51,797.55
11	\$ -	\$ -	\$49,504.35	\$ 50,742.30	\$ 52,010.70	\$ 53,311.65
12	\$ -	\$ -	\$50,949.15	\$ 52,223.85	\$ 53,530.05	\$ 54,867.75
13	\$ -	\$ -	\$52,438.05	\$ 53,749.50	\$ 55,091.40	\$ 56,470.05
14	\$ -	\$ -	\$ -	\$ 55,319.25	\$ 56,701.05	\$ 58,118.55
15	\$ -	\$ -	\$ -	\$ 56,932.05	\$ 58,357.95	\$ 59,815.35
16	\$ -	\$ -	\$ -	\$ 60,481.05	\$ 61,993.05	\$ 63,542.85

2015-16 Per Diem Schedule

STEP	BA/BS+15	BA/BS+30	BA/BS+45	MA/MS+0/BA+60	STD+30/MA/MS/BA+95	STD+45/MA/MS+45
1	\$208.95	\$214.20	\$219.45	\$224.70	\$231.00	\$236.25
2	\$215.25	\$220.50	\$225.75	\$232.05	\$234.15	\$243.60
3	\$221.55	\$226.80	\$233.10	\$238.35	\$244.65	\$250.95
4	\$227.85	\$233.10	\$239.40	\$243.60	\$252.00	\$258.30
5	\$235.20	\$240.45	\$246.75	\$253.05	\$259.35	\$265.65
6	\$241.50	\$247.80	\$254.10	\$260.40	\$266.70	\$273.00
7	\$248.85	\$255.15	\$261.45	\$267.75	\$274.05	\$281.40
8	\$0.00	\$262.50	\$268.80	\$275.10	\$282.45	\$289.80
9	\$0.00	\$269.85	\$276.15	\$283.50	\$290.85	\$298.20
10	\$0.00	\$0.00	\$284.55	\$291.90	\$299.25	\$306.60
11	\$0.00	\$0.00	\$292.95	\$300.30	\$307.65	\$315.00
12	\$0.00	\$0.00	\$301.35	\$308.70	\$317.10	\$324.45
13	\$0.00	\$0.00	\$309.75	\$318.15	\$326.55	\$333.90
14	\$0.00	\$0.00	\$0.00	\$327.60	\$336.00	\$344.40
15	\$0.00	\$0.00	\$0.00	\$337.05	\$345.45	\$353.85
16	\$0.00	\$0.00	\$0.00	\$358.05	\$366.45	\$375.90

APPENDIX D – Extra Duty Pay Schedule

- A.
- B.
- C.
- D. Coordinator of Talented and Gifted
Music – Band
D.A.R.T. Coordinator
ELL Site Coordinator
- E.
- F. Annual, Drama (2 act play) Advisor
- G. Outdoor Education Advisors (~~required duty for 6th grade teachers~~) \$250 **\$350**/year

Appendix E - 2015-16 Extra Duty Schedule

Step/Column	A	B	C	D	E	F
0	3563	2788	2479	2167	1549	1317
1	3719	2943	2633	2324	1626	1393
2	3871	3099	2788	2479	1703	1472
3	4027	3253	2943	2633	1782	1549
4	4183	3408	3099	2788	1860	1626

Tuition Reimbursement

During the fiscal year (July 1st through June 30th), 25% of the current licensed staff will be reimbursed up to a maximum of ~~three (3)~~ **nine (9)** quarter hours for approved course work **as outlined**:

- **Three (3) quarter credit hours earned: no commitment to the district.**
- **Four – five (4-5) quarter credit hours earned: employee agrees to continue to work for the district for a minimum of one (1) additional year.**
- **Six - eight (6-8) quarter credit hours earned: employee agrees to continue to work for the district for a minimum of two (2) additional years.**
- **Nine (9) quarter credit hours earned: employee agrees to continue to work for the district for a minimum of three (3) additional years.**

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

Exception: If an employee is involuntarily terminated, no money will be owed for any Tuition Reimbursements made by the District. Special circumstances may warrant the Superintendent to waive a portion or all of the money received by a teacher under the Tuition Reimbursement in this article.

Rate of payment will not exceed the actual tuition at an Oregon state college rate for up to ~~3~~ **9** credits. Any non-state college course taken will be paid at the average rate of tuition only of the 6 Oregon state colleges. All credits must be received and reimbursement applied for in the same fiscal year. Any payment for coursework made between June 1st and June 30th for summer term will be recognized as being in the new fiscal year.

Reimbursement will be on a first-come, first served basis, with all applications made no later than May 15th of each year **for credits earned that school year**. If more than 25% of staff apply for reimbursement in any given year, those not funded under the “first-come, first-served” scenario, will be guaranteed payment the subsequent year, not to exceed ~~3~~ **9** credits of payment. By May 15th of each year the District & the Association will determine the amount of money left in the tuition reimbursement pool, and, if there are remaining funds, will equitably distribute the remaining money to those employees with approved, but unreimbursed tuition requests.

The District will reimburse for tuition under the following guidelines:

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

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

- 1) The teacher must submit an itemized receipt for the amount of tuition paid.
- 2) The employee must submit a transcript or grade slip indicating a “pass” grade or better. No online grades will be accepted. The transcript may be unofficial.

- 3) The employee must continue to work for the District for the semester following completion of the reimbursed class(es). Layoff situations are exempted from this provision. Staff on leave must return to work before any payment is made.
- 4) The employee may submit for tuition reimbursement prior to receiving a transcript, but must do this on or before May 15th **for credits earned that school year.**

Insurance

1. From October 1, ~~2014~~ **2015** to the September 30, ~~2015~~ **2016** the District’s obligation toward the premium cost shall not exceed ~~\$1200~~ **\$1250** per employee per month. Additionally money will be added to an “insurance pool” based on the number of opt-out VEBA participants (See “F” below).

For staff members who elect Health Plan H – ~~80%~~ **100%** of the difference between the cost of the insurance for Plan H and the ~~\$1200~~ **\$1250** cap will be put into a Health Savings Account (HSA). ~~For staff who elect Health Plan H and are still under the Section 125 Plan, the district will set aside in an account for anyone wanting to convert from the Section 125 Plan to the HSA, at the end of the Section 125 year – March 1st.~~

- F. Subject to the rules and regulations of the insurance carrier, OEGB, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage, and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% ~~(\$600)~~ **(\$625)** of the employee’s maximum District insurance contribution as a contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District or the employee.

Of the remaining ~~\$600~~ **\$625** eighty percent (80%) or ~~\$480~~ **\$500** will go into an insurance pool and will be divided among the remaining active employees enrolled in OEGB plans. Opt-out decisions must be made at annual enrollment and the “pool” will be based upon opt-outs at annual enrollment.

ADMINISTRATION

Principal Salary Schedule 2015-16

Step	Elementary	Secondary
1	87,602	94,091
2	91,116	97,876
3	94,631	101,661

Assistant Principal Salary Schedule 2015-16

Step	Elementary	Secondary
1	-0-	86,196
2	-0-	89,656
3	-0-	93,117

Insurance

- a. The cap for administrators will be tied to the negotiated cap for teachers in all future years, currently the cap is ~~\$1,200.00~~ **\$1250.00** for administrators, teachers and classified.

Subject to the rules and regulations of the insurance carrier, OEBB, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% (~~\$600.00~~ **\$625.00**) of the employee's maximum District insurance contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District of the employee.

For staff members who elect Health Plan H – ~~80%~~ **100%** of the difference between the cost of the insurance for Plan H, dental, vision and the ~~\$1200~~ **\$1250** cap will be put into a Health Savings Account (HSA). ~~For staff who elect Health Plan H and are still under the Section 125 Plan, the district will set aside in an account for anyone wanting to convert from the Section 125 Plan to the HSA, at the end of the Section 125 year – March 1st.~~

Confidential Salary Schedule – 2015-16

Step	Payroll Specialist	Fiscal Service Specialist	Student Services Technician	Maintenance Coordinator	Admin Assistant
1	41,731.41	36,936.42	38,981.70	39,877.48	29,485.93
2	42,566.03	37,675.14	39,761.34	40,675.03	30,075.65
3	43,417.36	38,428.65	40,556.57	41,488.52	30,677.16
4	44,285.70	39,197.21	41,367.70	42,318.30	31,290.70
5	45,171.42	39,981.17	42,195.05	43,164.67	31,916.51
6	46,074.84	40,780.79	43,038.95	44,027.96	32,554.85
7	46,996.34	41,596.40	43,899.73	44,908.52	33,205.95
8	47,936.27	42,428.33	44,777.72	45,806.68	33,870.06
9	48,894.99	43,276.89	45,673.28	46,722.83	34,547.47
10	49,872.90	44,142.44	46,586.75	47,657.28	35,238.42
11	50,870.36	45,025.29	47,518.49	48,610.43	35,943.19
12	51,887.77	45,925.79	48,468.85	49,582.64	36,662.05
13	52,925.51	46,844.31	49,438.23	50,574.28	37,395.29
14	53,984.03	47,781.18	50,427.00	51,585.78	38,143.19
15	55,063.71	48,736.81	51,435.53	52,617.48	38,906.05

Insurance

The cap for confidential will be tied to the negotiated cap for teachers in all future years, currently the cap is ~~\$1,200.00~~ **\$1,250.00** for administrators, teachers and classified employees.

Subject to the rules and regulations of the insurance carrier, OEBB, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% (~~\$600.00~~ **\$625.00**) of the employee's maximum District insurance contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District of the employee.

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Human Resources/Executive Secretary Salary Schedule – 2015/16

Step	Salary
1	41,381.75
2	42,209.39
3	43,053.57
4	43,914.64
5	44,792.94
6	45,688.79
7	46,602.57
8	47,534.61
9	48,485.31
10	49,455.02
11	50,444.12
12	51,453.00
13	52,482.06
14	53,531.71
15	54,602.32

Insurance

The district will pay the negotiated cap (see below) for medical, dental, vision insurance.

The cap for administrators will be tied to the negotiated cap for teachers in all future years, currently the cap is ~~\$1,200.00~~ **\$1,250.00** for administrators, teachers and classified.

Subject to the rules and regulations of the insurance carrier, OEBB, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% (~~\$600.00~~ **\$625.00**) of the employee’s maximum District insurance contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District of the employee.

For staff members who elect Health Plan H – ~~80%~~ **100%** of the difference between the cost of the insurance for Plan H, dental, vision and the ~~\$1200~~ **\$1250** cap will be put into a Health Savings Account (HSA). ~~For staff who elect Health Plan H and are still under the Section 125 Plan, the district will set aside in an account for anyone wanting to convert from the Section 125 Plan to the HSA, at the end of the Section 125 year – March 1st.~~