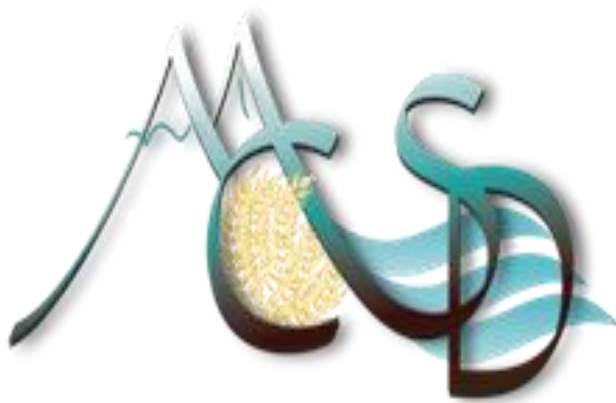


Morrow County School District

and

Morrow County Education Association



~~July 1, 2011 to June 30, 2014~~

July 1, 2013 to June 30, 2017

Morrow County School District does not discriminate on the basis of race, religion, color, national origin, disability, marital status, genetic testing, age or sex in providing employment, education or access to education services, activities and programs in accordance with Title VI, Title IX and other civil rights and discrimination issues; Section 504 of the Rehabilitation Act of 1973 as amended; and the Americans with Disabilities Act of 1990.

TERM OF AGREEMENT

This Addendum to the Agreement shall be effective upon the date of ratification, and shall be binding upon the District, the Association, and their members, and shall expire ~~June 30, 2014~~ June 30, 2017.

Executed this ~~14th day of May, 2012~~ 10th day of June, 2013, at Morrow County, Oregon, by the undersigned officers by authority of and on behalf of the Morrow County District Board and the Morrow County Education Association.

FOR THE ASSOCIATION:

FOR THE DISTRICT:

President, MCEA

Chairman, Board of Directors

Date

Date

ARTICLE 7 EMPLOYEE EVALUATION

- A. The evaluation process shall be in accordance with the District's evaluation policy.
- B. At the beginning of the school year a copy of the District's evaluation procedure will be provided to all employees via the District's website. Hard copies will be made available upon employee request.
- C. Observations of work performance shall be conducted openly and with full knowledge of the employee.

- D. In preparation for a formal observation, a pre-observation conference, which includes but is not limited to establishment of performance goals based on performance standards, and post-observation conference will be held with the employee.
- E. Copies of all written reports concerning a classroom employee which are placed in the personnel file shall be signed by the employee and a copy shall be given to the employee.

F. Before changes are made to the evaluation policy, the District will meet and consult with representatives of the Association.

~~F. Senate Bill 290 requires the District and the Association to collaboratively update the District's evaluation policy to conform with this new law. The parties agree to do this by creating a committee comprised of association members and district administrators for that purpose. This committee will create an evaluation policy that meets the requirements of SB 290, with implementation slated for the 2013-14 school year.~~

ARTICLE 19

PROFESSIONAL COMPENSATION

- A. Salary Schedules
 - 1. The basic salaries of employees covered by this Agreement shall be set forth in Appendix A. A step increase will be granted to those who are eligible.
 - 2. Appendices B & C are included for extended responsibility and extra pay, respectively.
- B. Effective with this Agreement, employees entering the District shall be given full credit for up to eight (8) years past experience in other districts. Returning PERS retirees are on annual contracts and will be placed at step 8 each year.
- C. For movement on the salary schedule: Hours earned toward advancement on this salary schedule shall be upper division or graduate hours; indistrict credit as approved by the principal, and the superintendent or designee; or, lower division credit that relates to district goals.

- D. Any employee who intends to advance horizontally on the salary schedule must notify the clerk by January 31 preceding the year in which the advance will occur.
- E. When an employee has earned the right to a higher salary by reason of increased professional training, the change shall be made at the start of the school year. Certificate of earned credits for this purpose shall be by transcript or by certificate of completion and filed in the Superintendent's office by November 1st. The district will not accept online grades.
- F. All placements on the salary schedule are based on a BA degree and a legal Oregon Teaching License. For purposes of this schedule, the columns and their degree designation assume that the teaching license was earned at the time of the granting of the degree and that hours granted beyond the degree are also hours beyond the earning qualifications for teaching.
- G. If a regular pay date during the school term falls on a day when school is not in session, employees shall receive pay on the last day of the school session. During the summer period, checks shall be mailed prior to the regular pay date to the designated address of the employee. ~~However, each employee shall have the option of receiving all of his/her summer pay on the last workday that school is in session.~~ Each employee shall receive 2 of his/her summer paychecks on the last work day that school is in session, and the 3rd either by mail or direct deposit within 5 business days.
- H. Any balance in the Board's contractual salary, due to an employee not returning to the District, shall be paid on the last workday of the school term unless otherwise provided by the written consent of the teacher.
- I. Each employee shall be paid on the basis of twelve (12) or ten (10) equal payments, whichever the employee should select.

ARTICLE 21 INSURANCE

- A. The District shall provide each regular licensed employee and his/her family with insurance benefits. The Association and the District shall pick the insurance carrier and coverage given the constraints in Section B herein.

The district and the association will explore comparable coverage in the state pool, without increasing out-of-pocket expense, and within the cap.

- B. The District's contribution towards the total cost of premiums for insurance coverage as provided in this contract shall be:
1. From ~~October 1, 2012 to September 30, 2013~~ October 1, 2013 to September 30, 2014 the District's obligation toward the premium cost shall not exceed ~~\$1140~~ \$1200 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).
 2. For new licensed staff hired for the 2012-13 school year and beyond, the district will pro-rate the district's contribution for the total cost of health insurance premiums as provided in this contract, based on the assignment FTE of the employee in a regular teaching position. (i.e., .75 FTE will receive 75% of benefits; .50 FTE will receive 50% of benefits, etc.).
- C. Insurance benefits, as provided, shall be effective for the entire term of the Agreement. In the event that no new Agreement has been realized by June 30, 2017, the parties stipulate that the benefits provided and the Board's contribution towards the costs of premiums for benefits shall remain in effect at the "status quo" until such time as a successor Agreement is ratified.
- D. The District will provide insurance for repair or replacement of personal items which are used as teaching aids and which are itemized and listed on the District's insurance policy with a \$25.00 deductible. This will be a part of the District's insurance program.
- E. The District maintains the right to determine the method of premium payment for all insurance agreed upon at the most reasonable cost to the District provided that the method chosen does not reduce the insurance benefit to the individual employee.
- F. Subject to the rules and regulations of the insurance carrier, OEBA, 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% (~~\$570~~) **\$600** 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 ~~\$570~~ **\$600** eighty percent (80%) or ~~\$456~~ **\$480** will go into an insurance pool and will be divided among the remaining active employees enrolled in OEBA plans. Opt-out decisions must be made at annual enrollment and the "pool" will be based upon opt-outs at annual enrollment.

Eligible employees who do not maintain and provide proof annually of another employer-sponsored group medical plan will not be permitted to opt-out of District sponsored group insurance coverage.

Around April 1st of each year the parties agree to a limited re-opener to discuss salary and the insurance cap for the following year.

ARTICLE 27 NEGOTIATION PROCEDURE

- A. This contract between the Association and the District supersedes the previous collective bargaining Agreement.
- B. This contract shall continue as written unless changed in negotiations. Either the District or the Association may notify the other of its wish to open negotiations under law. Such notification and request to open negotiations shall be made prior to October 1, prior to the June 30 ending of the current Agreement.
- C. The parties shall be obligated to provide each other information as required by ORS 243.672 (1) (e) and ORS 243.673 (2) (b), respectively.
- D. This Agreement may not be modified in whole or in part by the parties except by an instrument in writing by both parties.
- E. The District shall print copies of the final Agreement; one copy shall be placed in each of the District schools. Incoming teachers to the District

shall be given a complete copy of the final Agreement. The District shall send one of the printed copies to the Association.

- F. Around April 1st of each year of this agreement, the parties agree to a limited re-opener to discuss ~~salary and the insurance cap~~ the financial package, including salary, insurance and/or other health related benefits, for the following year. Each side may also bring forward two (2) additional, non-financial issues for consideration.

SALARY

APPENDIX A

Note: Step placement on these salary schedules is determined as follows:

- Employees hired before August, 1998 and thereafter are placed on the step consistent with previous experience recognized by the District.
 - Employees hired in August of 1998 and thereafter are placed on the step consistent with their current year of employment recognized by the District.
-

Salary for ~~2012-13~~ **2013-14** will be steps and columns to all who qualify, plus longevity if it is earned. **Additionally, 3% will be added to Appendix C only.**

Longevity will be based on years of service in Morrow County School District will be paid on the first pay period of the school year.

Starting at the beginning of the 10th year through the 14th year will be \$250
Starting at the beginning of the 15th year through the 19th year will be \$400
Starting at the beginning of the 20th year through the 24th year will be \$550
Starting at the beginning of the 25th year through the 29th year will be \$700
Starting at the 30th year longevity pay will be \$850 for each year thereafter.

These are the re-opener language changes that have been agreed upon by Morrow County Education Association and Morrow County School District for the ~~2012-13~~ **2013-14** school year. Additionally, the above changes have been made a part of the master contract and will be made available to the Association, along with this signature page.

2011-12 Salary Schedules - Appendix C

2013-14 Salary Schedule - Appendix C - 3% added to 2011-13 schedule

Step			BA/BS+0 BA/BS+15	BA/BS+30	BA/BS+45	STD+0 MA/MS+0 BA+60	STD+30 MA/MS+30 BA+95	STD+45 MA/MS+45
A			32709	33488	34326	35185	36063	36964
B			33663	34466	35328	36211	37116	38044
C			34647	35473	36360	37268	38201	39154
D			35659	36507	37421	38357	39315	40298
E			36700	37574	38515	39477	40464	41475
F			37771	38671	39639	40629	41646	42686
G			38874	39800	40796	41816	42862	43933
H				40963	41987	43038	44113	45215
I				42159	43213	44294	45401	46536
J					44474	45587	46727	47894
K					45774	46918	48091	49294
L					47110	48288	49496	50733
M					48486	49699	50940	52215
N						51150	52428	53739
O						52642	53960	55308
P						55923	57321	58754

2011-12 Extended Day Salary Schedule - 3% added for 2013-14

Step			BA/BS+0 BA/BS+15	BA/BS+30	BA/BS+45	STD+0 MA/MS+0 BA+60	STD+30 MA/MS+30 BA+95	STD+45 MA/MS+45
A			194	198	203	208	213	219
B			199	204	209	214	220	225
C			205	210	215	221	226	232
D			211	216	221	227	233	238
E			217	222	228	234	239	245
F			223	229	235	240	246	253
G			230	236	241	247	254	260
H				242	248	255	261	268
I				249	256	262	269	275
J					263	270	276	283
K					271	278	285	292
L					279	286	293	300
M					287	294	301	309
N						303	310	318
O						311	319	327
P						331	339	348

EXTRA DUTY PAY SCHEDULE

APPENDIX D

~~A. Mentor Teachers~~

B.

C. Head Teacher

D. Coordinator of Talented and Gifted

Music - Band

~~Rally Squad~~ Cheerleading Coach - Move to 2A Head Coach Schedule

~~Computer Coordinator~~

D.A.R.T. Coordinator

ELL Site Coordinator

~~E. Music Chorus~~

~~Dance Team Advisor~~

F. Annual, Drama (~~3 act play~~) (2 act play) Advisor

~~Newspaper advisor~~

G. Outdoor Education Advisors (required duty for 6th grade teachers) \$250/year

2012-13 Extra Duty Schedule
Appendix E - same for 2013-14

Step/Column	A	B	C	D	E	F
0	2508	1771	1475	1181	1032	738
1	2655	1918	1622	1327	1107	811
2	2803	2064	1771	1475	1181	959
3	2951	2213	1918	1622	1254	1032
4	3098	2361	2064	1771	1327	1107
5	3246	2508	2213	1918	1402	1181
6	3393	2655	2361	2064	1475	1254
7	3542	2803	2508	2213	1549	1327
8	3687	2951	2655	2361	1622	1402
9	3835	3098	2803	2508	1697	1475
10	3984	3246	2951	2655	1771	1549

2012-13
COACHES SALARY SCHEDULE
Appendix F

3-A

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

Step/Column	A	B	C	D	E
	AD	Head Coaches	JV Coaches	HD Golf, Tennis	3 rd Asst or C-Team Golf, Tennis
0	3592	3375	2612	2775	1741
1	3783	3508	2722	2923	1850
2	3996	3772	2830	3079	1960
3	4164	3992	2938	3260	2067
4	4354	4245	3048	3375	2177

2-A

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

Step/Column	A	B	C	D
	AD	Head Coaches Cheerleading Coach	JV Coaches Hd Golf, Tennis, & Wrestling	3 rd Asst. or C-Team Coaches (Golf, Tennis)
0	2775	2722	2177	1274
1	2923	3013	2366	1379
2	3069	3305	2525	1485
3	3260	3594	2699	1590
4	3375	3886	2880	1695

Cheerleading coach is for two seasons - football & basketball

Junior High Coaches Schedule

Step/Column	Head Coach	Asst Coach
0	1190	898
1	1334	1041
2	1478	1113
3	1622	1186
4	1766	1257

