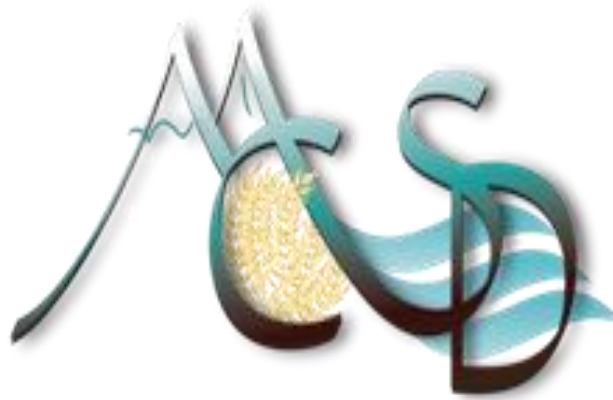


**Morrow County School District**

**and**

**Morrow County Education Association**



July 1, 2017 **2018** to June 30, 2019

**Morrow County School District does not discriminate on the basis of perceived or actual race, religion, color, national or ethnic origin, mental or physical disability, marital status, sex, sexual orientation, pregnancy, familial status, economic status, veterans' status or genetic information in providing employment, education, or access to benefits of education services, activities and programs in accordance with Title VI, Title VII, Title IX and other civil rights or discrimination issues; Section 504 of the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act; and the Americans with Disabilities Act Amendments Act of 2008.**

**PREFACE**

**CONTRACT BETWEEN MORROW COUNTY EDUCATION ASSOCIATION**

**AND**

**THE MORROW COUNTY SCHOOL DISTRICT**

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

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

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

**TERM OF AGREEMENT**

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

Executed this 26<sup>th</sup> 11th day of June 2017 2018, at Morrow County, Oregon, by the undersigned officers by authority of and on behalf of the Morrow County District Board and the Morrow County Education Association.

FOR THE ASSOCIATION:

FOR THE DISTRICT:

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

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

MCEA Contract Reopener Language  
2018/19 Contract Changes  
Morrow County School District

**Articles with language changes are shown in their entirety with changes noted in red.  
\$1375 insurance cap  
3% added to Appendix A, C, E, F**

**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 -- F are included for extended responsibility and extra pay, respectively.
- B. Effective with this Agreement, beginning with the 2014-15 school year, employees entering the District shall be given full credit for full-time, contracted and licensed past experience in other districts. Current employees, who did not receive full credit for past service, will be grandfathered in and moved to the step they would be on if not limited to 8 years of experience. Returning PERS retirees and any out of state retirees are restricted to receiving credit for a maximum of 8 years of prior full-time, contracted and licensed service and will be placed on the 9th step of the salary schedule in the column corresponding to their training and education. If a retiree is rehired for subsequent years, he/she will be placed once again at the 9th step and will not advance on the salary schedule. Morrow County School District retirees may request to work the remainder of the current school year (if retiring mid-year) or one additional year if retiring effective June 30th at their full salary **and benefits**. After that year, they would have to reapply for the position and interview annually. If selected, at that point, the employee would be placed on the 9th step of the salary schedule in the column corresponding to their training and education, **with benefits equivalent to their FTE**.
- C. For movement on the salary schedule: Hours earned toward advancement on this salary schedule shall be upper division or graduate hours; in-district 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 March 15<sup>th</sup> 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 1<sup>st</sup>. 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. Each employee shall receive 2 of his/her summer paychecks on the last work day that school is in session, one of which will be paper and the 3<sup>rd</sup> either by mail or direct deposit within 5 business days. Unused personal leave will be included, or cost of third personal day used will be deducted from the employees final check of the school year (10 month pay employees – last working day; 12 month pay employees – 3<sup>rd</sup> and final check of the school year.)
  - 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.
  - J. The District and the Association recognizes that teachers offering Early College Credit (e.g Eastern Promise & CTE Dual Credit) incur an additional workload. Teachers who teach these classes are expected to participate in PLC meetings, common scoring sessions, and curriculum development as appropriate. Teachers will be offered a flat compensation of \$100 per credit for the course(s) being offered. Compensation is for each course offered, not the number of times the course is offered. Compensation will be received with the employee’s last check of the school year. Staff administering a challenge test are not eligible for this compensation. Non instructed courses will not be compensated.
  - K. The District shall pay the 6% employee contribution on behalf of the employee to the Public Employee Retirement System.

## **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, ~~2017~~ **2018** to the September 30, ~~2018~~ **2019** the District’s obligation toward the premium cost shall not exceed ~~\$1318~~ **\$1375** per employee per month. Additionally, money will be added to an “insurance pool” based on the number of opt-out VEBA participants (See “F” below).

For staff members who elect Health Plan H – 100% of the difference between the cost of the insurance for Plan H and the ~~\$1318~~ **\$1375** cap will be put into a Health Savings Account (HSA).

2. For new licensed staff hired for the 2012-13 school year and beyond, the district will pro-rate the district's contribution for the total cost of health insurance premiums as provided in this contract, based on the assignment FTE of the employee in a regular teaching position. (i.e., .75 FTE will receive 75% of benefits; .50 FTE will receive 50% of benefits, etc.).
- C. Insurance benefits, as provided, shall be effective for the entire term of the Agreement. In the event that no new Agreement has been realized by June 30, 2019, 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, 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% (\$659.00)~~ **40%** 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 \$659.00 one hundred percent (100%)~~ **40%** ~~or \$659.00~~ will go into an insurance pool and will be divided among the remaining active employees enrolled in OEGB plans **with the remaining twenty percent (20%) going to the district**. Opt-out decisions must be made at annual enrollment and the "pool" will be based upon opt-outs at annual enrollment.

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

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

**ARTICLE 24**  
**PAID LEAVES OF ABSENCE**

**A. Personal Leave \***

1. Each licensed employee will be granted twenty-four (24) hours non-cumulative personal leave per year. The first sixteen (16) hours of the leave will be at no cost to the employee. The licensed employee will provide a minimum of two (2) days notice, if possible, before taking such leave. The third day of leave will be at the cost to the employee equal to the District's cost of an appropriate substitute. In the event that the teacher is on approved OFLA/FMLA/ADA/Workers Comp leave, the cost of the 3<sup>rd</sup> day will be borne by the district. The Board agrees to reimburse employees who do not take the first and second day of leave an amount equal to a substitute teacher's pay for each unused day.
2. Good Cause: Other leaves of absence with pay may be granted by the Board for good reason.

**B. Bereavement**

Up to 32 hours bereavement leave, per event, will be granted upon the death of a member of the immediate family or death of a person who, because of close association, is perceived as a family member.

Definition of "Family Member" means spouse ("spouse" means individuals in a marriage including "common law" marriage and same-sex marriage), custodial parent, noncustodial parent, adoptive parent, stepparent or foster parent, biological parent, child of the employee (biological, adopted, foster or step child, a legal ward or child of the employee standing in loco parentis) or a person with whom the employee is or was in a relationship of "in loco parentis", grandparent, grandchild, parents-in-law or the parents of the employee's registered domestic partner.

In the event of a death involving other than those mentioned above, only the superintendent may approve the request for leave.

**C. Paid Oregon Sick Time \***

In accordance with the Oregon Sick Time statute, the district agrees to pay up to forty (40) hours per year of paid sick time. This leave may be used in the case of mental or physical illness, injury or health condition, need for medical diagnosis, treatment of a mental or physical illness, injury or health condition, or need for preventative medical care for self or for care of family member for reasons listed above. Paid sick time may also be used for the death of a family member, bereavement, or participation in a legal or civil proceeding related to domestic violence, harassment, sexual assault, or stalking. This paid sick time will be front-loaded to the employee at the beginning of each year.

**D. Abnormal Situations**

In the event school is closed due to inclement weather and students are not asked to report, teachers shall not be required to report to work nor shall they suffer a loss of pay. The District shall, however, have the right to make up such days without additional compensation.

In situations where an employee cannot report to work because of flood, storm, or other acts of God, he/she will be paid if he/she has made every reasonable effort to anticipate such emergency and to make the necessary arrangements to be available for work. In these cases the employee will notify the District as soon as possible of his/her absence.

E. Jury Duty and Court Appearances

1. Employees called to jury duty will be paid their regular salary. Payments received for jury service shall be forwarded to the District Office.
2. Employees under subpoena to testify as a witness before a court, or other bona fide judicial body will be paid their regular salary. Payments received for service as a witness will be forwarded to the District Office.

\*Proration of Leave: Leave marked with an "\*" in this article will be prorated for those employees who by contract or by unpaid leave work less than a full year for the District. This proration will not be retroactive. It will only impact leave available during the shortened contract or at the onset of unpaid leave.

F. Emergency Response Volunteers

**The district recognizes that it is important for employees to volunteer within their communities. Employees shall be excused during their workday to volunteer for their local fire departments when needed, with no penalties or loss of salary provided the following be met:**

1. **No substitute is needed to cover the absence because it is not allowable on a student day.**
2. **A letter from the local fire chief stating the employee was in fact volunteering during an emergency.**
3. **Payments received for voluntary service shall be forwarded to the district office.**

**SALARY  
APPENDIX A**

Salary for ~~2017-18~~ **2018-19** will be steps and columns to all who qualify, plus longevity if it is earned. Longevity will be based on years of service in Morrow County School District will be paid on the second pay period of the school year.

Starting at the beginning of the 10<sup>th</sup> year through the 14<sup>th</sup> year will be ~~\$274~~ **\$282**

Starting at the beginning of the 15<sup>th</sup> year through the 19<sup>th</sup> year will be ~~\$437~~ **\$450**

Starting at the beginning of the 20<sup>th</sup> year through the 24<sup>th</sup> year will be ~~\$601~~ **\$619**

Starting at the beginning of the 25<sup>th</sup> year through the 29<sup>th</sup> year will be ~~\$764~~ **\$787**

Starting at the 30<sup>th</sup> year longevity pay will be ~~\$929~~ **\$957** for each year thereafter.

**2017-18 Salary Schedule – Appendix C – 2.85% added to 2016-17 schedule**

Step			BA/BS+0			STD+0	STD+30	STD+45
			BA/BS+15	BA/BS+30	BA/BS+45	MA/MS+0	MA/MS+30	MA/MS+45
						-BA+60	BA+95	
1	-	-	\$37,839	\$38,740	\$39,709	\$40,703	\$41,718	\$42,761
2	-	-	\$38,942	\$39,871	\$40,868	\$41,889	\$42,935	\$44,009
3	-	-	\$40,079	\$41,036	\$42,063	\$43,112	\$44,191	\$45,294
4	-	-	\$41,251	\$42,232	\$43,289	\$44,372	\$45,480	\$46,617
5	-	-	\$42,455	\$43,466	\$44,555	\$45,667	\$46,810	\$47,979
6	-	-	\$43,694	\$44,736	\$45,854	\$47,000	\$48,177	\$49,380
7	-	-	\$44,970	\$46,042	\$47,194	\$48,373	\$49,583	\$50,823
8	-	-	-	\$47,387	\$48,571	\$49,786	\$51,030	\$52,402
9	-	-	-	\$48,770	\$49,989	\$51,240	\$52,520	\$53,834
10	-	-	-	-	\$51,448	\$52,736	\$54,054	\$55,405
11	-	-	-	-	\$52,951	\$54,276	\$55,633	\$57,025
12	-	-	-	-	\$54,497	\$55,861	\$57,258	\$58,689
13	-	-	-	-	\$56,090	\$57,493	\$58,928	\$60,403
14	-	-	-	-	-	\$59,171	\$60,650	\$62,166
15	-	-	-	-	-	\$60,897	\$62,422	\$63,981
16	-	-	-	-	-	\$64,693	\$66,310	\$67,968

2017-2018 Per-Diem Schedule								
Step			BA/BS+0			STD+0	STD+30	STD+45
			BA/BS+15	BA/BS+30	BA/BS+45	MA/MS+0	MA/MS+30	MA/MS+45
						-BA+60	BA+95	
1	-	-	\$ 222	\$ 227	\$ 233	\$ 239	\$ 244	\$ 251
2	-	-	\$ 228	\$ 234	\$ 239	\$ 245	\$ 252	\$ 258
3	-	-	\$ 235	\$ 240	\$ 246	\$ 253	\$ 259	\$ 265
4	-	-	\$ 242	\$ 247	\$ 254	\$ 260	\$ 266	\$ 273
5	-	-	\$ 249	\$ 255	\$ 261	\$ 268	\$ 274	\$ 281
6	-	-	\$ 256	\$ 262	\$ 269	\$ 275	\$ 282	\$ 289
7	-	-	\$ 263	\$ 270	\$ 276	\$ 283	\$ 290	\$ 298
8	-	-	-	\$ 278	\$ 285	\$ 292	\$ 299	\$ 307
9	-	-	-	\$ 286	\$ 293	\$ 300	\$ 308	\$ 315
10	-	-	-	-	\$ 301	\$ 309	\$ 317	\$ 325
11	-	-	-	-	\$ 310	\$ 318	\$ 326	\$ 334
12	-	-	-	-	\$ 319	\$ 327	\$ 335	\$ 344
13	-	-	-	-	\$ 329	\$ 337	\$ 345	\$ 354
14	-	-	-	-	-	\$ 347	\$ 355	\$ 364
15	-	-	-	-	-	\$ 357	\$ 366	\$ 375
16	-	-	-	-	-	\$ 379	\$ 388	\$ 398



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

Step	BA/BS+0	BA/BS+30	BA/BS+45	STD+0	STD+30	STD+45
	BA/BS+15			MA/MS+0	MA/MS+30	MA/MS+45
				BA+60	BA+95	
1	\$38,974	\$39,902	\$40,901	\$41,924	\$42,970	\$44,044
2	\$40,111	\$41,067	\$42,094	\$43,146	\$44,223	\$45,330
3	\$41,282	\$42,267	\$43,324	\$44,405	\$45,517	\$46,653
4	\$42,488	\$43,498	\$44,588	\$45,703	\$46,844	\$48,016
5	\$43,729	\$44,770	\$45,891	\$47,037	\$48,214	\$49,418
6	\$45,005	\$46,078	\$47,230	\$48,410	\$49,622	\$50,861
7	\$46,319	\$47,423	\$48,609	\$49,825	\$51,071	\$52,348
8		\$48,809	\$50,028	\$51,280	\$52,561	\$53,974
9		\$50,233	\$51,488	\$52,777	\$54,096	\$55,449
10			\$52,991	\$54,319	\$55,676	\$57,067
11			\$54,540	\$55,904	\$57,302	\$58,735
12			\$56,132	\$57,537	\$58,976	\$60,450
13			\$57,773	\$59,218	\$60,696	\$62,215
14				\$60,946	\$62,470	\$64,031
15				\$62,724	\$64,295	\$65,900
16				\$66,634	\$68,299	\$70,007

2018-19 Daily

Step	BA/BS+0	BA/BS+30	BA/BS+45	STD+0	STD+30	STD+45
	BA/BS+15			MA/MS+0	MA/MS+30	MA/MS+45
				BA+60	BA+95	
1	\$228	\$233	\$239	\$245	\$251	\$258
2	\$235	\$240	\$246	\$252	\$259	\$265
3	\$241	\$247	\$253	\$260	\$266	\$273
4	\$248	\$254	\$261	\$267	\$274	\$281
5	\$256	\$262	\$268	\$275	\$282	\$289
6	\$263	\$269	\$276	\$283	\$290	\$297
7	\$271	\$277	\$284	\$291	\$299	\$306
8		\$285	\$293	\$300	\$307	\$316
9		\$294	\$301	\$309	\$316	\$324
10			\$310	\$318	\$326	\$334
11			\$319	\$327	\$335	\$343
12			\$328	\$336	\$345	\$354
13			\$338	\$346	\$355	\$364
14				\$356	\$365	\$374
15				\$367	\$376	\$385
16				\$390	\$399	\$409

**EXTRA DUTY PAY SCHEDULE  
APPENDIX D**

- A. 100 Hours\*
- B. 80 Hours\*
  - ~~○ RTI System District-wide Coordinator~~
- C. 70 Hours\*
- D. 60 Hours\*
  - SPED Coordinator
  - Coordinator of Talented and Gifted - **Afterschool and/or Friday School Enrichment (all students)**
  - Music – Band
  - D.A.R.T. Coordinator
  - ELL Site Coordinator
  - ~~○ RTI District Coordinator~~
- E. 45 Hours\*
- F. 40 Hours\*
  - Annual, Drama (2 act play) Advisor
- G. Outdoor Education Advisors \$350/year  
 ELL/ESOL Endorsement - \$1500 total payable over a 3-year period (\$500/\$500/\$500)  
 Spanish Speaker - \$1500 total payable over a 3-year period (\$500/\$500/\$500). Verified by test.  
 Teachers hired to teach Spanish are not eligible for this stipend.

\*Additional work hours required for extra-duty Appendix D

**~~2017-18~~ 2018-19 Extra Duty Salary Schedule  
Appendix E**

Step/Column	A	B	C	D	E	F
0	<del>3706</del> <b>3817</b>	<del>2900</del> <b>2987</b>	<del>2578</del> <b>2655</b>	<del>2254</del> <b>2322</b>	<del>1611</del> <b>1659</b>	<del>1370</del> <b>1411</b>
1	<del>3868</del> <b>3984</b>	<del>3061</del> <b>3153</b>	<del>2738</del> <b>2820</b>	<del>2417</del> <b>2490</b>	<del>1691</del> <b>1742</b>	<del>1449</del> <b>1492</b>
2	<del>4026</del> <b>4147</b>	<del>3223</del> <b>3320</b>	<del>2900</del> <b>2987</b>	<del>2578</del> <b>2655</b>	<del>1771</del> <b>1824</b>	<del>1531</del> <b>1577</b>
3	<del>4188</del> <b>4314</b>	<del>3383</del> <b>3484</b>	<del>3061</del> <b>3153</b>	<del>2738</del> <b>2820</b>	<del>1853</del> <b>1909</b>	<del>1611</del> <b>1659</b>
4	<del>4350</del> <b>4480</b>	<del>3544</del> <b>3650</b>	<del>3223</del> <b>3320</b>	<del>2900</del> <b>2987</b>	<del>1934</del> <b>1992</b>	<del>1691</del> <b>1742</b>

~~2017-18~~ **2018-19**  
**COACHES SALARY SCHEDULE**  
**Appendix F**

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

<b>Step/Column</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
	High School AD	High School Head Coaches	High School JV Coaches	High School 3 <sup>rd</sup> Asst or C-Team	Jr. High AD	Jr. High Head Coach	Jr. High Asst. Coach
0	<del>3923</del> <b>4041</b>	<del>3686</del> <b>3797</b>	<del>2853</del> <b>2939</b>	<del>1901</del> <b>1958</b>	<del>1961</del> <b>2020</b>	<del>1300</del> <b>1339</b>	<del>981</del> <b>1010</b>
1	<del>4131</del> <b>4255</b>	<del>3830</del> <b>3945</b>	<del>2972</del> <b>3061</b>	<del>2021</del> <b>2082</b>	<del>2065</del> <b>2127</b>	<del>1457</del> <b>1501</b>	<del>1137</del> <b>1171</b>
2	<del>4364</del> <b>4495</b>	<del>4119</del> <b>4243</b>	<del>3091</del> <b>3184</b>	<del>2140</del> <b>2204</b>	<del>2182</del> <b>2247</b>	<del>1614</del> <b>1662</b>	<del>1216</del> <b>1252</b>
3	<del>4547</del> <b>4683</b>	<del>4360</del> <b>4491</b>	<del>3208</del> <b>3304</b>	<del>2257</del> <b>2325</b>	<del>2273</del> <b>2341</b>	<del>1771</del> <b>1824</b>	<del>1295</del> <b>1334</b>
4	<del>4755</del> <b>4898</b>	<del>4635</del> <b>4774</b>	<del>3328</del> <b>3428</b>	<del>2377</del> <b>2448</b>	<del>2377</del> <b>2448</b>	<del>1928</del> <b>1986</b>	<del>1373</del> <b>1414</b>

*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 OSA 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