

**DIRECTOR OF SPECIAL EDUCATION
EMPLOYMENT CONTRACT
JULY 1, 2018 – JUNE 30, 2019**

**THE BOARD OF THE MORROW COUNTY SCHOOL DISTRICT
MORROW COUNTY, OREGON**

ARTICLE I – WORKING PERIOD FOR JULY 1 – JUNE 30

The Director of Special Education shall schedule 175 work days per year. This includes 150 student contact days, 21 additional work days and 4 paid holidays (Labor Day, Veterans Day, Memorial Day and Presidents Day).

ARTICLE II – DISTRICT TRANSPORTATION

District transportation is made available to the Director of Special Education for all school district business. The District shall reimburse the Director of Special Education for reasonable expenses incurred in the performance of his/her duties under this Contract.

ARTICLE III – PAID LEAVES

- A. Sick Leave accumulated by the Director of Special Education during employment with other Oregon school districts may be transferred to the Director of Educational Services' sick leave account with this District upon the Director of Educational Services' completion of 30 working days in the District. The district will grant the Director of Educational Services ten (10) days of sick leave per year with unlimited accumulation of sick leave.
- B. The Director of Special Education shall be allowed up to five (5) days of paid bereavement leave per year, if necessary.
- C. 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. The Director of Special Education shall be granted three (3) days non-cumulative personal leave per year.

ARTICLE IV – SALARY

Annual salary shall be \$78,050 for 2018-19 school year depending on satisfactory job performance evaluation.

ARTICLE V – INSURANCE

The cap for the Director of Special Education will be tied to the negotiated cap for teachers in all future years, currently the cap is \$1375.00 for all 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 40% 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 – 100% of the difference between the cost of the insurance for Plan H, dental, vision and the \$1375 cap will be put into a Health Savings Account (HSA).

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.

ARTICLE VI – EVALUATION

At least once each fiscal year, the Director of Special Education shall be evaluated by the Superintendent. The written evaluation of the Director of Special Education will become a permanent part of the personnel file. Deficiencies which may lead to a recommendation to non-extend a contract administrator will be addressed in a Program of Assistance for Improvement.

ARTICLE VII – DURATION OF AGREEMENT

The terms and conditions of this Agreement shall continue from July 1, 2018, through June 30, 2019.

This contract was affirmed by the Morrow County School Board on June 11, 2018.

AGREED TO AND SIGNED BY:

Chairman, Board of Directors

Date

Director of Special Education

Date