

REGULAR BOARD OF DIRECTORS
MEETING
Wednesday, February 4, 2026 6:15 PM Pacific

South Umpqua School District
558 Chadwick Ln
Myrtle Creek, OR 97457

William Hill: Present
Jeff Johnson: Present
Randy Richardson: Present
David Stevens: Present
Anandita Tiwari: Present

Present: 5.

1. Call to Order/Roll Check
2. Flag Salute
3. Adoption or Adjustment of Agenda
4. Citizens Request of the Board
5. Interview Board Candidate for the vacant board position: Zone 3, Position 2
6. South Umpqua High School Presentation
7. Superintendent Communication
 - 7.1. Enrollment Report
8. Financial Report
9. Facilities Update
10. Foundation Communication
11. Consent Agenda (*All items may be adopted by a single motion unless pulled for special consideration.*)
 - 11.1. Approve minutes from January 07, 2026 School Board Meeting
 - 11.2. Resignation of Chace Sheldon, Special Education Teacher at South Umpqua High School
12. Action Items
 - 12.1. Resolution 2026-03- ESD Local Service Plan
 - 12.2. Approve the contract between South Umpqua School District 19and Dougals County Bargaining Council and South Umpqua Education Association, OEA/NEA
 - 12.3. Take action on letter of interest for the vacant board position, Zone 3, Position 2.
 - 12.4. Approve Cooperative Sponsorship between South Umpqua School District and Days Creek School District for the 2025-26 Baseball Season.
13. Announcements:
Board Work Session, February 18, 2026, 6:15 pm
Regular Board Session, March 04, 2026, 6:15 pm
14. Executive Session : In accordance with ORS 192.660(2)(i)A governing body (school board) may hold an executive session to review and evaluate the job performance of the chief executive, employees and staff, so long as the person whose performance is being evaluated does not request an open hearing.
15. Board Member Comments
16. Board chair closing comments

17. Adjourn Meeting



**South Umpqua
School District 19**

Code: **BDDH-AR**
Revised/Reviewed: 10/20/10; 6/07/17

Public Comment Form for Board Meetings

PUBLIC NOTICE: The South Umpqua School District Board welcomes public comment with and input on our community's schools. There are several ways to contribute; one is by offering public comment at a regular board meeting. An opportunity for public comment is provided during the "Citizens Request of the Board" portion of the agenda at each regular board meeting.

The public comment period may be limited to three minutes per person. If there are several speakers addressing the same topic or sentiment, please select a single spokesperson that could summarize the input. This public comment opportunity is not a discussion, debate or dialogue between the speaker and the Board. It is a citizen's opportunity to express opinions on issues of school board business.

The Board will not hear complaints about individual school personnel, nor against any member of the school community. Contact the district office for the proper process to express any complaints involving staff members.

Improper conduct or remarks that are defamatory or abusive will not be tolerated and that person's privilege to address the Board will be terminated.

- Fill out this card and hand it to the Board Secretary prior to the "Citizens Request of the Board" agenda item.
- When your name is called, take a seat at the table, facing the Board chair.
- State your name and address.
- Please limit your remarks to three minutes.

Name: Steve Hammersch

Address: 1630 NW Avery St.
Roseburg, OR, 97471

Question(s)/Concern(s): County / School district student
export issues

February 04. 2026

Board Candidate- Greg Bicondoa for the vacant board position Zone 3, Position 2.

1. Effective board members must engage in a variety of relationships, for example, with the superintendent, staff, other board members, parents, and the community. How do you perceive a board member's relationship with each of these?
2. What do you think will be the two most difficult issues facing the school district, and what would you do to address them?
3. Are you interested in the position only until the end of the interim term (insert term end date) or do you plan to run for election to complete the last two years of the term (if applicable; insert term end date)?

**South Umpqua School District Board
Attn: Tabitha Roberts
558 SW Chadwick Ln.
Myrtle Creek, OR. 97457**

**Greg Bicondoa
357 Meadow Ln.
Myrtle Creek, OR. 97547
541-285-2244
gregbicondoa@yahoo.com**

Letter of Interest for vacant school board position in At Large Zone 3, Position 2, in Myrtle Creek.

Dear South Umpqua School District Board,

My name is Greg Bicondoa and I am writing to request being considered for the vacant school board position in Myrtle Creek, At Large Zone 3, Position 2. I have lived in Myrtle Creek for the last 8 years, and I'm a registered voter in Douglas County. I have been an equipment owner operator for over 30 years, and I'm currently a self-employed Dump Truck owner operator. I have fought fires up and down the West coast for 15 years, and always had good working relationships with crews and personnel with whatever agency I was working for. I have 2 successful grown children, and 5 grandchildren.

As well as working with equipment, for 30 plus years, I have been a raw pollen collector for pharmaceutical companies for the use of allergy medication for children. In addition, I have had leadership skills as a pastor and I'm a current member of a local church.

It would be an honor to give something to my community. I'm a Father and Grandfather and all children are very important to me. They are our future and it would be my goal and privilege to be of service and have their best interest. I think I would be a valuable asset, and I am submitting my letter of interest. Please feel free to contact me with any questions. My contact information is above.

Thank you,
Greg Bicondoa



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Superintendent's Reports

February 4, 2026

To: Board of Directors
From: Superintendent, Erika Bare
Subject: Superintendent Reports
Date: February 4, 2026

Summary:

Superintendent Erika Bare will provide announcements/reports to the Board on items of interest.

Strategic Plan Update:

Yesterday, we conducted our second scorecard review on progress towards the strategic plan. I am thrilled to report that we are on track to accomplish what we identified as the areas of focus for this year within each pillar. Each school reported on the progress they have made in our strategic plan, and we had the opportunity to take time to identify the next actions we will be taking to further our goals.

We have just concluded our winter benchmarking data, and initial results are very exciting. I am looking forward to Ryan sharing out those specific results in the February work session so you can get a sense of the remarkable growth we are seeing.

Under pillar 2, empowered and valued staff, we committed to focusing on recruitment and retention. I believe the contract you are asked to take action on tonight will be significant in us reaching this goal. The contract is fair, provides competitive compensation, and allows additional workdays so we can continue to focus on building capacity and building community connections. I am so grateful to the relationship we have with the SUEA that allowed for a fair, collegial, and cooperative process.

Pillar 1: Supported and Successful Students

Goal: Increase the number of students meeting or exceeding third grade reading on the OSAS assessment from 38.8% to 42% by October 2026.

Activities:

- Continuing with ECRI implementation and coaching
- PLC Implementation with a focus on Language Arts
- 4 extended PLC Unit Planning days for elementary teachers
- RTI Committee formation
- Instructional Coaching throughout our schools

PROGRESS AS OF 2/3/25:

We do not take the state test until the spring, however the iReady assessment is a strong predictor of the number of students who are on track to meet benchmark on the OSAS. On the winter benchmark, 48% of third grade students demonstrated readiness to be reading at standard on OSAS. This puts us on track to exceed this goal.

Goal: Increase the percentage of students who are considered regular attenders from 60% to 64%.

Activities:

- Full implementation of the attendance module
- Consistent communication with families regarding their students' attendance
- Positive PR campaign
- Attendance plans at each site

PROGRESS AS OF 2/3/25:

Although we cannot get our hands on the districtwide data, the school level data shows we are on track to exceed our target of 65% of our students being regular attenders. See chart below:

School	2024-2025 Regular Attenders	Dec. 2025 Regular Attenders
Tri-City	57%	69.8%
Myrtle Creek	68%	73.4%
Canyonville	75%	71%
Coffenberry	57%	69.8%
South Umpqua HS	43.1%	54.8%

Pillar 2: Empowered and Valued Staff

Goal: Increase the number of teachers that report that professional development activities in which I participated have meaningfully impacted my teaching from 60% to 75% by April of 2026.

- Follow intentionally developed PD pathway
- Implement Instructional Coaching Program
- Use feedback provided on PD Surveys
- Be explicit with professional development goals

PROGRESS AS OF 2/3/25:

We have made some very intentional efforts to align our PD and have had tremendous success with our instructional coaching program. Surveys following PD events districtwide have ranged between 85-95% of people reporting that the PD impacted teaching practices, indicating that we have already surpassed this goal.

Pillar 3: Strong Family and Community Partnerships

Goal: By June 2026 SUSD will provide expanded opportunities for family engagement and partnership in their child's education as evidenced by increased attendance at conferences K-12, number of participants at events, and the implementation of literacy nights.

- Professional Development provided to teachers on best practices in communicating with families.
- Redesign conferences at the secondary level and refocus elementary conferences.
- Implement site-councils at each school to include family and student participation

PROGRESS AS OF 2/3/25:

We did provide professional development to all teachers on best practices in communicating with families, and we saw the payoff in conferences. We redesigned our conferences this fall to be student led and focused more on student goal setting and growth. Feedback from families was exceptional. Site councils have been established in each building, and we are focusing on increasing participation and engagement in these teams. We are on track to meet this goal.

Pillar 4: Modern and Safe Facilities

Goal: By September 2026, an annual list of facility and operational priorities will be developed by the principal, law enforcement, and Director of Facilities and 90% of those priorities will be completed.

- Annual walkthroughs conducted with law enforcement
- Quarterly walkthroughs with Principals
- Community Messages to share safety upgrades as they occur

PROGRESS AS OF 2/3/25:

Annual walkthroughs have been conducted with law enforcement, and Joe is continuing those walkthroughs throughout the year. We have added remote entry systems at all of our school sites, a visitor management system to ensure we know who is in the building and that they are supposed to be there, and are getting ready to break ground on fencing to enclose the high school. We are on track to meet this goal.

SUSD Enrollment Report

21-22	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry (309)	282	281	282	282	282	288	285	289	281	277
Cville (172)	155	159	159	160	164	162	164	166	164	164
HS (398)	420	404	406	407	402	408	405	399	399	396
MCE (264)	303	292	291	286	291	285	283	295	294	293
TCE (282)	260	265	267	264	264	264	261	263	268	267
SU OLA	58	56	45	42	36	35	32	30	30	30
Total (1425)	1478	1457	1450	1441	1439	1442	1430	1442	1436	1427

22-23	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry (301)	286	288	286	284	286	281	277	272	264	265
Cville (164)	172	170	173	174	179	175	170	169	166	166
HS (398)	449	442	444	442	434	426	428	415	414	414
MCE (286)	274	279	284	285	283	287	285	287	290	290
TCE (268)	293	286	285	286	286	283	282	283	282	281
SU OLA (25)	12	13	13	13	13	13	13	12	12	12
Total (1442)	1486	1478	1485	1484	1481	1465	1455	1438	1428	1428

23-24	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	288	283	282	284	285	278	273	268	263	260
Cville	165	165	166	169	170	166	168	168	168	168
HS	453	444	438	438	433	427	425	415	409	405
MCE	273	272	270	270	280	280	277	270	267	261
TCE	273	275	272	271	269	271	268	270	269	269
SU OLA	11	11	11	11	9	14	12	12	12	12
Total (1465)	1463	1450	1439	1443	1446	1436	1423	1403	1388	1375

24-25	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	270	273	275	273	274	269	263	262	264	264
Cville	186	184	180	188	187	190	190	189	187	190
HS	444	447	447	441	439	427	414	407	399	400
MCE	268	259	256	258	257	258	253	255	261	256
TCE	250	251	252	256	255	257	251	250	249	249
SU OLA	0	0	0	0	0	0	0	0	0	0
Total (1431)	1418	1414	1410	1416	1412	1401	1371	1363	1360	1359

25-26	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	273	270	266	264	259					
Cville	203	205	207	200	196					
HS	437	427	413	409	415					
MCE	256	248	248	250	242					
TCE	243	241	241	243	243					
Total	1412	1391	1375	1366	1355					



**SOUTH UMPQUA
SCHOOL DISTRICT**

Unlocking Unlimited Potential in Every Student

Board Reports

February 4th, 2026

To: Board of Directors

From: Superintendent, Erika Bare
Director of Fiscal Services, Shy Chapman

Subject: Superintendent Reports – Fiscal Responsibility (Board Goal)

Date: January 26, 2026

Summary:

Superintendent Erika Bare and Director of Fiscal Services Shy Chapman will provide announcements/reports to the Board on Fiscal Responsibility.

Financial Report: Attached is the District's Revenue and Expenditure Report, reflecting financial activity through January 26, 2026. The projected ending fund balance for the fiscal year ending June 30, 2026, is currently \$3,861,859.

South Umpqua School District #19
Estimated 2025-2026 Revenues and Expenditures
As of January 26, 2026

2025-2026 Fiscal Year

	Prior Year Actual Audited	2025-26 Budget	Actual YTD 1/26/26	Total Projected for the Year	Net Difference
REVENUE					
Taxes, Current & Prior	4,163,716	4,273,234	4,061,427	4,273,234	-
Interest on Investments	705	700		700	-
Student Activities	56,960	55,000	8,950	55,000	-
Miscellaneous Local Sources	170,229	147,150	52,822	147,150	-
County School Fund	20,314	20,000		20,000	-
Other Intermediate Sources	3,638	4,555	1,879	4,555	-
ESD Flow Through	123,720	124,521	41,507	124,521	-
State School Support Fund	13,995,191	15,203,421	10,178,277	14,696,026	(507,395)
Common School Fund	195,515	195,520		195,520	-
Other State Grants In Aid	9,795	1,100		1,100	-
Prior YR Forster Child Transportation Reimb	4,557	-	4,335	4,335	4,335
Federal Forest Fees	22,027	25,000		25,000	-
TOTAL REVENUE	18,766,368	20,050,201	14,349,197	19,547,141	(503,060)
ESTIMATED BEGINNING FUND BALANCE	5,076,392	3,503,807	4,540,219	4,540,219	1,036,412
TOTAL REVENUE & BEG. FUND BALANCE	23,842,760	23,554,008	18,889,416	24,087,360	533,352
EXPENDITURES					
Instruction					
Salaries	5,295,429	5,619,953	2,345,762	5,460,760	159,193
Associated Payroll Costs	2,975,879	3,880,475	1,294,413	2,990,643	889,832
Purchased Services	508,683	488,924	265,436	488,924	-
Supplies & Materials	399,452	202,859	67,852	202,859	-
Capital Outlay			-	-	-
Other Objects	27,420	17,850	11,564	17,850	-
Total Instruction	9,206,863	10,210,061	3,985,027	9,161,036	1,049,025
Support Services					
Salaries	3,319,620	3,594,336	1,723,168	3,560,965	33,371
Associated Payroll Costs	1,740,030	2,560,202	1,017,048	2,050,787	509,415
Purchased Services	2,449,888	3,146,793	1,209,448	3,146,793	-
Supplies & Materials	755,640	971,711	533,500	971,711	-
Capital Outlay	72,044	113,717	29,735	113,717	-
Other Objects	292,362	396,206	371,309	396,206	-
Total Support Services	8,629,583	10,782,965	4,884,208	10,240,178	542,786
Community and Enterprise Services					
Associated Payroll Costs	5,210	14,286	7,730	14,286	-
Transfers to Other Funds	1,416,196	810,000	809,341	810,000	-
TOTAL EXPENDITURES	19,257,852	21,817,312	9,686,306	20,225,501	1,591,811
ESTIMATED ENDING FUND BALANCE	4,584,908	1,736,696	9,203,110	3,861,859	2,125,163

Board

February 4th



SOUTH UMPQUA
SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Reports

2026

To: Board of Directors
From: Superintendent, Erika Bare
Facility Manager, Joseph Motta

Subject: Facility Updates

Date: January 28, 2026

Summary:

Superintendent Erika Bare and Facilities Manager Joe Motta will provide the Board with district facility updates and reports.

Facilities Updates:

1. IPM Program Information

REGULAR BOARD OF DIRECTORS
MEETING
Wednesday, January 7, 2026 6:15 PM Pacific

South Umpqua School District
558 Chadwick Ln
Myrtle Creek, OR 97457

William Hill: Present
Jeff Johnson: Present
Randy Richardson: Present
David Stevens: Present
Anandita Tiwari: Present
Present: 5.

1. Call to Order/Roll Check

Meeting was called to order at 6:15 pm

2. Flag Salute

3. Adoption or Adjustment of Agenda

I motion to approve the agenda for January 07, 2026. This motion, made by Randy Richardson and seconded by Anandita Tiwari, Carried.

William Hill: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea
Yea: 5, Nay: 0

4. Citizens Request of the Board

None

5. Board Appreciation

Superintendent Bare thanked the School Board for their service.

6. Superintendent Communication

Superintendent Bare reported that PD day for classified and licensed staff was successful. Feedback was very positive for both groups. PD for licensed staff was focused on PLC's classified; small group instruction, communication, promoting student independence. To be able to provide two days of PD to classified was very beneficial.

Superintendent Bare reported that first day of bargaining with the licensed union went well. Superintendent Bare will provide another update will happen as we come to agreement. Grateful for the positive relationship with SUEA.

6.1. Attendance Data

Decembers enrollment 1366 which is continuing to trend in a downward fashion. We are seeing some new enrollments in January, and we are hopeful for some families to return. We have started to reach out to families who have left to see what we can do to better serve and reasons why they have left to hopefully promote their return.

7. Financial Report

Shy Chapman presented the District's Revenue and Expenditure Report, reflecting financial activity through December 29th, 2025. The projected ending fund balance for the fiscal year ending June 30, 2026, is currently \$3,971,966.

The prior year actual audited and the audit is complete. Communication from auditors is available. If board members would like a physical copy, Mrs. Chapman will send it. The ending fund balance for all four funds was given to the board to give an overall view of funds in the district. The ending fund balance matches the fiscal report, and we will use this to project for the current year. If board members would like a copy of the audit, Mrs. Chapman can print it and give it to the board members.

7.1. Audit Report

8. Facilities Update

Joe Motta updated the board on the crosswalk at MCE. The city recently installed a lightup crosswalk at the school. Mr. Motta also posted on FB and a big thank you to the City of Myrtle Creek and our working relationship with them. The project was all City funded.

9. Student Services Update

Emily Veale reported that the district is looking to adopt the following SEL curriculum. Wayfinder for 6-12 and Second Step for K-5

10. Review letter of interest for vacant board position — At Large, Zone 3, Position 2

The board reviewed the letter of interest from Greg Bicondoa for the vacant board position Zone 3, Position 2. The board would like to invite him to interview at the February 4th board meeting.

11. Foundation Communication

Jeff Johnson reported that classroom grants have been awarded.

12. Consent Agenda *(All items may be adopted by a single motion unless pulled for special consideration.)*

Approve consent agenda for January 07, 2026. This motion, made by Randy Richardson and seconded by Anandita Tiwari, Carried.

William Hill: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0

12.1. Approve minutes from December 17, 2025 board meeting

12.2. Retirement of Lia Reynolds-Bain, Science Teacher at South Umpqua High School

13. Action Items

13.1. SEL Adoption

Approve SEL adoption. Wayfinder and Second Step. This motion, made by William Hill and seconded by Randy Richardson, Carried.

William Hill: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea
Yea: 5, Nay: 0

13.2. Take action on letter of interest for the vacant board position, Zone 3, Position 2.

14. Announcements

15. Board Member Comments

16. Board chair closing comments

17. Adjourn Meeting

Meeting was adjourned at 6:52 pm



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Board Reports

February 04, 2026

To: Board of Directors

From: Superintendent, Erika Bare

Subject: Action Item – Resolution 2026-03, Douglas ESD Local Service Plan Resolution

Date: January 30, 2026

Summary: The board is asked to approve Resolution 2026-03, approving the 2026-27 Douglas ESD Local Service Plan (LSP) Resolution.

Background: The Douglas ESD provides services to 13 local school districts, including South Umpqua School District. The Douglas ESD Local Service Plan outlines planned services that support the district, including:

- Special Education Support
- Education/Instructional Services
- Technology
- Administrative Services

Previous Board Action:

School board approval of the Douglas ESD Local Service Plan occurs annually.

Financial Implications: The Douglas ESD Local Service Plan is funded through a resolution process with school boards, direct contracts with school districts, state provided funding for services, and philanthropic grants. There is no proposed increase in funding for the 2026-27 Douglas ESD Local Service Plan, however additional contract services may be purchased by individual districts, as needed.

Staff Recommendation: Staff recommends the board approve Resolution 2026-03, Douglas ESD Local Service Plan Resolution.

School Board Action:

Motion: *I move that the board (approve) Resolution 2026-03, Douglas ESD Local Service Plan.*



DOUGLAS EDUCATION SERVICE DISTRICT

LOCAL SERVICE PLAN 2026 -2027

2026 - 2027 LOCAL SERVICE PLAN

GENERAL FUND / RESOLUTION SERVICES

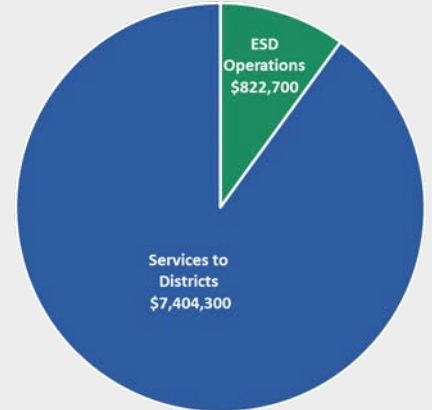
Douglas ESD provides services to approximately 12,510 students in 13 component districts.

We specialize in four main areas:

- Special Education
- School Improvement
- Technology Support
- Administrative & Support Services

We offer a variety of key services, including speech and language programs, network support, and school improvement efforts. By working closely with priorities set by superintendents, we have enhanced school safety, increased preschool enrollment, and supported initiatives in career and technical education as well as student engagement.

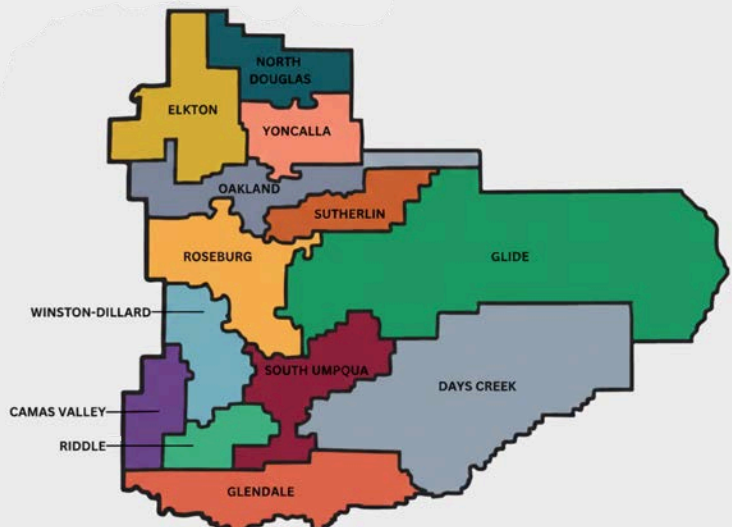
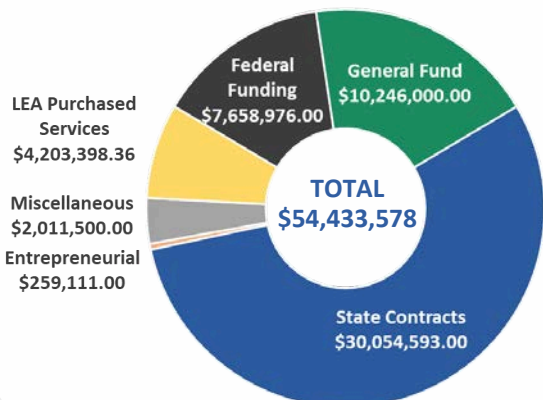
Beyond our mission and geographic boundaries of Douglas County, the Douglas ESD serves an even larger region through several statewide contracts.



SPECIAL EDUCATION & NURSING

Services	FTE	Description
Autism Consulting/Evaluation Support	3.3	Collaborates with the Southern Oregon Regional Autism Team and the Oregon Autism Commission to deliver training and coaching adhering to best practices for autism care to staff and districts.
Child Find	4.7	Provides staff to conduct evaluations for children ages birth to 5 who have suspected delays for the purpose of determining their eligibility for Early Intervention or Early Childhood Special Education services.
Complex Needs Classroom	4.1	Offers specialized instruction for students PreK to 21 experiencing physical and developmental disabilities by focusing on enhancing motor and communication skills.
Nursing	3.0	Protects and promotes student health and wellness by providing onsite school nursing care; care coordination between school, home and community resources; and health and safety education.
Occupational Therapy/Physical Therapy (OT/PT) Consult	3	Consultative services are provided for students with orthopedic impairment, autism spectrum disorder, traumatic brain injury and/or other health impairments with significant motor involvement.
Special Education Evaluation & Support (SEECs)	0.9	Provides school districts with licensed school psychologists offering expert consultation regarding evaluations, re-evaluations, coaching, and modeling to support accurate special education assessments.
Special Education Coordination	0.4	Coordinates resources, delivers professional learning, provides on-site visits, technical assistance, compliance support.
Speech-Language Therapy Program	32.4	Provides research-based communication therapy to children who have speech and language disorders. Services include identification, diagnostic evaluation, and intervention; hearing screenings; and AAC resources.

DOUGLAS ESD ALL REVENUE DETAILS



TECHNOLOGY SUPPORT

Services	FTE	Description
Digital Curriculum	-	Delivers digital curriculum through streaming media to enhance instruction and student learning. Available to all districts, providing access to educational streaming media libraries.
Network Services	2.2	Provides IT services, including content filtering, licensing, antivirus and firewall protection, WiFi management and hosting, file storage, and consulting.

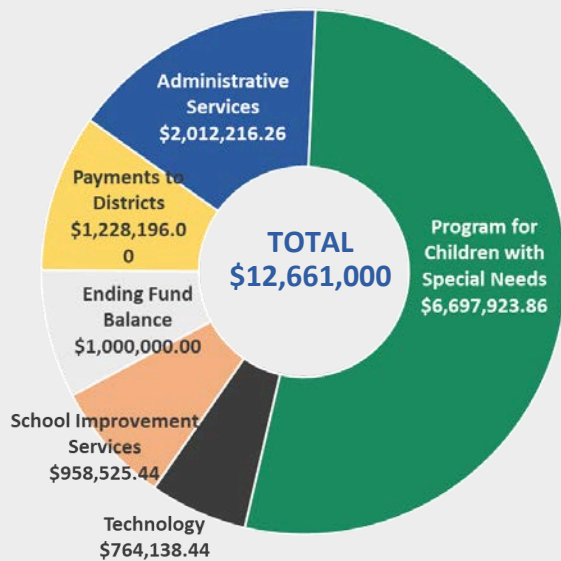
SCHOOL IMPROVEMENT – EDUCATION SERVICES

Services	FTE	Description
Behavioral Health Coordination	.14	Coordinates training and support in trauma-informed practices, social-emotional learning, classroom management, nonviolent crisis prevention, suicide prevention, threat assessment, problem solving, growth mindset, and positive behavioral interventions and supports.
Instructional Coaching Support	1.5	Develops professional learning opportunities for educators to enhance effective instruction by providing training, materials and consultation.
Instructional Education Coordination	.7	Coordinates resources, delivers professional learning, provides on-site visits, technical assistance, compliance support, and grant research and writing.
Notification System for Home-Schooled Children	.2	Manages the notification system for homeschooled students in Douglas County. Informs families of their homeschooling responsibilities and involves collecting assessment data through standardized tests.

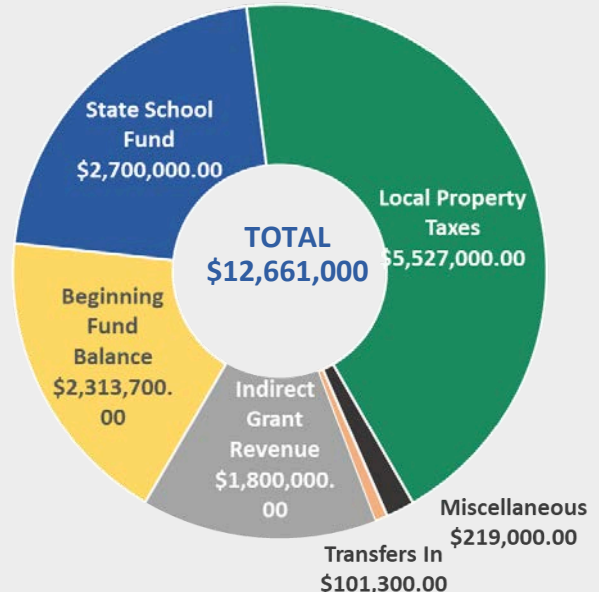
ADMINISTRATIVE & SUPPORT SERVICES

Services	FTE	Description
Business Services	4	Assists local districts with business services needs.
Communications	2.7	Collaborates with schools and community partners to enhance public outreach, employing strategies for media support, and crisis communications.
Countywide Licensed Substitute Services	-	Partners with EduStaff and ESS substitute providers to provide licensed and classified substitutes, handling recruitment, hiring, and training. Provides substitute teaching licensure guidance.
Courier	.33	Delivers materials weekly to schools and offers book-sharing services to libraries in Douglas County.
Human Resources	4	Provides Human Resources support and consulting, job postings, TSPC licensure, FMLA and Paid Leave Oregon leave assistance, and compliance with labor laws and regulations.

GENERAL FUND EXPENDITURES



GENERAL FUND REVENUE DETAILS



Providing collaborative, high-quality, equitable and locally responsive educational services to the community.

2026 - 2027 REGIONAL, STATE & FEDERAL GRANTS & CONTRACTS



These various programs and services are funded through philanthropic grants, state funding that includes Student Investment Account (SIA) grants, and federal funding.

Services	FTE	Description
EI/ECSE Regional Coordination for Southern Oregon	1	Coordinates EI/ECSE programs throughout the five regions (Douglas, Josephine, Jackson, Klamath, & Lake) of Southern Oregon.
Douglas County EI/ECSE	58.8	Provides early intervention and early childhood special education services for children birth to five with developmental delays, offering consistent, tailored instruction to support learning and enhance physical abilities. The children are evaluated and/or served by a team of specialists, including autism, behavior, physical & occupational therapists, speech/language pathologist, early intervention, school psychologist, & nurses.
Jackson County EI/ECSE	86.9	Provides early intervention and special education for children birth to five in Jackson County's nine school districts. Services are individualized in homes, childcare, and inclusive preschools. Each family has a dedicated service coordinator. Using a Routines-Based Model, teams may include educators, therapists, skills trainers, ASD consultants, and nurses to support participation in daily routines and peer interactions (LRE).
Business Champion for Kids	1.7	Assists employers of all sizes to implement family-friendly practices to attract and retain employees. Co-leads the Douglas County Childcare Coalition with Care Connections and Education.
Care Connections & Education	11.7	Supports early learning professionals to meet their professional and program development goals across all types of care and education. Conduct statewide training and supports such as program coaching, peer networks, DELC system navigation and connection to college coursework and degrees. CC&E promotes recruitment, training, and retention of a high-quality, diverse early learning and child care workforce.
Carl Perkins Grant	1.0	Coordinates school districts and Umpqua Community College to lead and support career and technical education (CTE) systems to prepare students for the workforce through hands-on, applied learning opportunities that align with student interests and the regional economy.
Douglas Regional Educator Network	3.3	Douglas REN advances the profession of teaching through authentic communication, professional learning, and equitable and inclusive practices. Develops professional learning opportunities for educators to enhance effective instruction by providing training, materials, and consultation.
Early Childhood Behavioral Health Consultation	1.1	A prevention-based service for childcare and preschool providers in Douglas County, who work with infants and young children, ages 5 months to 5 years. The goal is to build the capacity of families and early learning providers and teachers who serve children who have social-emotional needs. No qualifying diagnosis is necessary to access services.
Home Visiting Systems Coordination	1	The South-Central Early Learning Hub's project, contracted through Portland State University's Center for Coordinating Oregon's Home Visiting Systems, serves Douglas, Klamath, and Lake Counties, as well as the Cow Creek Band of Umpqua Tribe of Indians and the Klamath Tribes. The project's focus is on effective home-visiting communication, professional development for home visitors, connecting families to resources, and elevating parent voice.
Horizons	9.3	Collaborates with Department of Human Services, Roseburg Public Schools and the Juvenile Department to support youth with diverse life experiences, trauma exposure, and high-level behavioral and mental health needs to equip them for post-high school life.
Juvenile Department Education Program	1.7	Collaborates with the Oregon Department of Education for the Juvenile Detention Education Program. A licensed teacher provides education in the Douglas County Juvenile Detention Center, offering GED prep, credit recovery, college-level CLEP testing, and employment coaching.
Oregon Technology Access Program (OTAP)	.85	Coordinates statewide professional development, communities of practice, and technical assistance in Assistive Technology, Augmentative and Alternative Communication, Universal Design for Learning, and Accessible Educational Materials.
Regional and Statewide Services for Students with Orthopedic Impairments (RSOI)	.65	Offers regional and statewide training, technical assistance, and resources to therapists and related professionals to provide services for learners with orthopedic impairments and to assess functional skills and address access to school environments and curriculum, as well as safety of students and staff.

REGIONAL, STATE & FEDERAL CONTRACTS & GRANTS continued...

Services	FTE	Description
Regional Inclusive Services	1.7	Regional services are provided as a contract service with Southern Oregon ESD and helps provide a Physical Therapist and ASD support for the county.
Regional Technical Assistance Provider (RTAP)	.4	Provides special education development training and instructions from Oregon Department of Education.
Small Rural School Support Program	1.1	Provides responsive and intensive administrative support for small and rural school districts, including data analysis, assistance with managing and reporting on state and federal programs, and coordination with ESD teams to reduce administrative burdens and ensure effective use of funds to maintain continuity of instruction and enhance district operations.
South-Central Early Learning Hub	7.1	Statewide partnership funded by the Department of Early Learning and Care. It brings together Douglas, Klamath, and Lake Counties, as well as the Cow Creek Band of Umpqua Tribe of Indians and the Klamath Tribes, to support early childhood education from prenatal stages through kindergarten. Key programs include Preschool Promise Coordinated Enrollment, Community UPLIFT, and the Kindergarten Readiness Partnership and Innovation.
Student Safety Prevention Specialist	1	Collaborates with the Oregon Department of Education, offering equity-based training, policy development, suicide prevention protocol implementation, and staff and student training on safety topics.
Student Success Plan Grant	1.5	Provides support for Latinx, Indigenous and English Language Learner communities by fostering inclusive spaces, strengthening community collaboration, and delivering professional learning opportunities for educators.
Take Root Parenting Connection	3.2	Offers free education opportunities for parents and caregivers in Douglas, Lake, and Klamath counties, providing multi-week series and one-night workshops to support parenting. Offers free Parent Resource Center to support Douglas County families.
Transition Network	.5	Collaborates with the Oregon Department of Education to enhance post-educational outcomes for students experiencing disabilities to improve employment services. Fosters partnerships with agencies, organizations and school districts.
Youth Development	5.0	Collaborates with schools and youth-serving partners to provide complementary supports to best connect students with learning and life. Mentors work with referred Middle School and High School youth to create individual plans for their future to include job skills, graduation, and post-secondary opportunities.

STUDENT INVESTMENT ACCOUNT (SIA) PROGRAMS

SIA funds are designed to support students' mental and behavioral health needs and to increase academic achievement and reduce disparities among historically underserved groups, including students from diverse racial or ethnic backgrounds, students with disabilities, Emerging Bilingual students, and those experiencing poverty, homelessness, or foster care.

Services	FTE	Description
Instructional Coaching - SPED Focus	1	Develops professional learning opportunities for educators with a focus on best practices for supporting students identified as needing Special Education Services.
Juvenile Department Education Program	.4	Collaborates with the Oregon Department of Education for the Juvenile Detention Education Program. A licensed teacher provides education in the Douglas County Juvenile Detention Center.
Student Success Coach	1.5	Delivers supports for students and educators to foster culturally aware, empathetic, and equitable school environments, while supporting youth, to ensure inclusive practices that empower underrepresented populations.
Technical Assistance	.5	Offers technical assistance to support rural districts, including federal and state grant applications and reporting.
Youth Reengagement	.8	Collaborates with schools and youth-serving partners to provide complementary supports to best connect students with learning and life. Mentors work with referred Middle School and High School youth to create individual plans for their future to include job skills, graduation, and post-secondary opportunities.

2026 - 2027 DOUGLAS ESD CONTRACTED SERVICES & PROGRAMS



In collaboration with the state agencies, Douglas ESD contracts serve up to 12,510 students in 47 schools within the 13 school districts we serve. We facilitate an expansive list of P-20 programs.

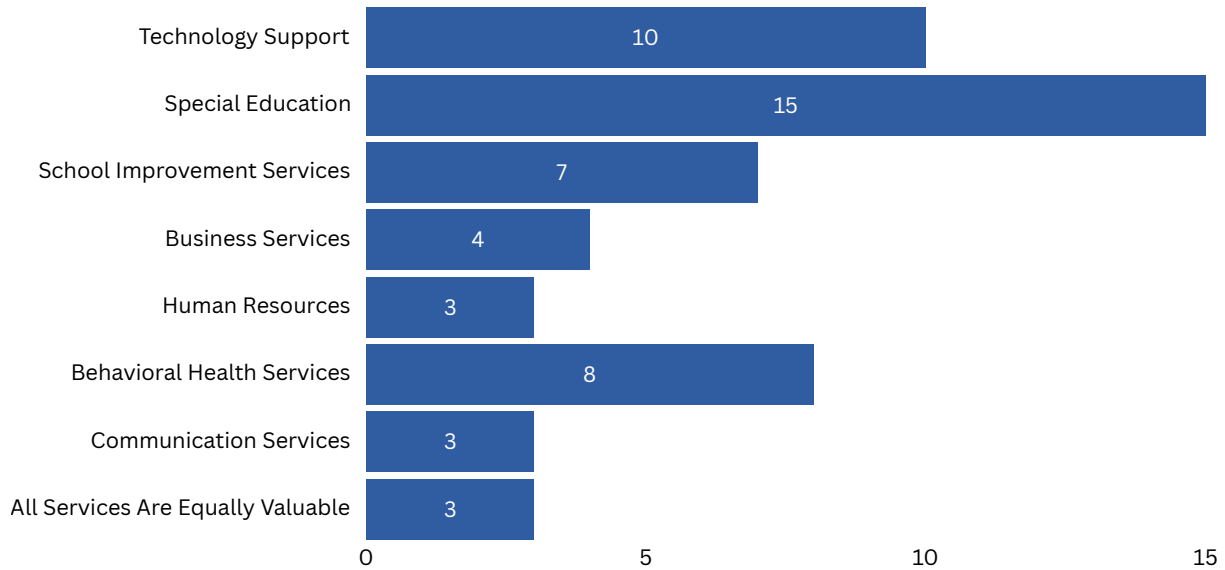
Services	FTE	Description
Behavior Support Services	6.0	Behavioral support staff serve school districts by addressing classroom and student-specific issues that may impede learning. Using a school district's positive behavior system, the staff may work with the classroom teacher, principal, student, family or other agencies to help students succeed.
Business Services	3.6	Tailored contracted services oversee payroll, accounts, grant invoicing, fiscal oversight, budget preparation, trainings and strategic planning.
Communications	.2	Offers personalized communication/marketing strategies and plans for districts, covering social media and website management, training, and video/photography services.
Data Collection Support	.1	Ensures accurate submission of school and student information to meet state and federal mandates. Offers data management support to schools and districts.
District Test Coordination	.9	Oversees state assessments, offers support on policies, data management, and coordination. Helps educators understand assessment nuances and facilitate local policy adoption, with outreach to parents and the community.
Electronic Information & Design	2.5	Services cover data system development and management, grant support, student services, inter-district transfers, online form and survey design and reporting, and automation of mandatory reporting to enhance efficiency and accuracy.
Human Resources	2	Delivers custom support to districts for recruitment, retention, employee leave processing, adherence to state and federal compliance, job postings, licensure assistance and employee performance.
Nursing	3.2	Contracts with districts to provide tailored medical support for students and staff. Services include classes and workshops, clinics, updating medical records and procuring medical statements for SPED evaluations.
Print Services	2	Supports districts with cost-effective printing, design, book binding, and direct mails. Also provides services to local businesses and nonprofits.
Regional ASD Teacher	1	Facilitates a class that serves the most significantly impacted autistic students in the districts in Douglas ESD Region.
School-to-Career	.6	Provides districts with information on college, scholarships, job skills, resumes, and explores various post-high school options.
Site-Based IT Services	9	Offers on-site technical expertise to school districts to maintain and enhance computing infrastructure, ensuring uninterrupted online resources for students and staff.
Special Education Evaluation & Support (SEECs)	3.5	Offers school districts crucial support, including a licensed school psychologist, occupational therapists, and physical therapists, expertise in autism spectrum disorders, and traumatic brain injury. Ensures specialized evaluations, with coaching and modeling, for students in need.



Providing collaborative, high-quality, equitable and locally responsive educational services to the community.

The annual Local Service Plan survey is sent to a combination of school district leaders in the Douglas ESD region, including superintendents, assistant superintendents, business managers, principals, special education directors, and other district administrators. The 26-27 survey received 19 responses.

SERVICE(S) ARE THE MOST VALUABLE TO YOUR SCHOOL OR DISTRICT



*Not in ranked order. Respondents were able to select any and/or all services valued by their district.

RATE THE SERVICES USED

Rate Douglas Ed Service District

● Excellent ● Good ● Fair



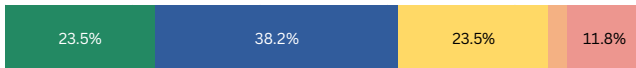
Rate Customer Service

● Excellent ● Good ● Fair



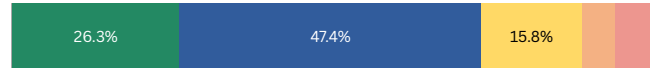
Rate School Improvement – Ed Services

● Excellent ● Good ● Fair ● Poor ● N/A



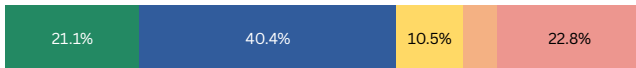
Rate Special Education

● Excellent ● Good ● Fair ● Poor ● N/A



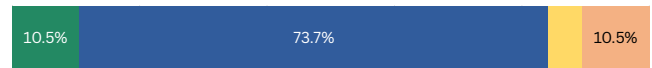
Rate Administrative & Support Services

● Excellent ● Good ● Fair ● Poor ● N/A



Rate IT Services

● Excellent ● Good ● Fair ● N/A





2026-27 LOCAL SERVICE PLAN RESOLUTION

WHEREAS, Douglas Education Service District and its component school districts have collaboratively created a local service plan according to ORS 344.175;

THEREFORE, BE IT RESOLVED, the Board of Directors of

_____ approve the local service plan as presented.

School District

Date of adoption: _____

Board Chair

Superintendent



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Board Reports

February 4th, 2026

To: Board of Directors

From: Superintendent, Erika Bare

Subject: Contract between South Umpqua School District 19 and Douglas County Bargaining Council and South Umpqua Education Association

Date: February 4, 2026

Summary:

I am very pleased to share with you the attached contract. We are grateful to the relationship that we have with SUEA that allowed for a fair, collegial, and cooperative process. The result allows us to be competitive in compensation and provides for additional time to support teacher growth and community connections. Some of the significant changes include:

- The addition of two additional workdays
- The addition of protected prep time within the teacher's day
- Clarifications on extra work compensation
- Adjustments made to some of the athletic coaching titles (head coach, JV coach, assistant coach)
- An additional personal day
- Increase in Salary (dropping of two steps, increase of 6% in year one, 3% in year two, and 3% in year three)

Contract Between

South Umpqua School District 19

and

**Douglas County Bargaining Council and South
Umpqua Education Association, OEA/NEA**

2026-2029

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Article 1 - Status of Agreement

- A. Pursuant to state law, Douglas County School District #19, hereinafter referred to as "Board," "District," or "Ad
- B. Pursuant to State law, the Board acknowledges the Council as the exclusive bargaining representative on employment relations for a bargaining unit containing all licensed personnel contracted to the District. Specifically excluded from the bargaining unit are supervisory, administrative, confidential and central office employees, classified, temporaries (not including PERS retirees), and substitutes.
- C. The term "Association" when used in the agreement shall refer to the South Umpqua Education Association.
- D. The term "teacher," and "employee" when used in this Agreement, shall refer to all employees represented by the Association in the bargaining unit as determined in paragraph "B" above
- E. The Council acknowledges the Board as the duly-elected representative of the people and agrees to negotiate only with the Board through the negotiation agent or agents officially designated by the Board to act on its behalf.

Article 2 - Rules of Interpretation and Application

- A. This document sets forth the total and complete agreement upon employment relations reached by the parties pursuant to collective bargaining; all negotiations and bargaining are merged herein.
- B. This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties.
- C. If any provision of this Agreement or the application thereof to any employee, group of employees, or the Board is held by a court of competent jurisdiction to be contrary to the law, then such provision or application shall not be deemed valid and subsisting, but all other provisions or applications shall continue in full force and effect. The parties shall enter into negotiations for the purpose of attempting to arrive at a mutually satisfactory replacement for a provision declared unlawful under this section.
- D. The provisions of this Agreement take precedence over contrary provisions of individual teacher contracts.
- E. Any notices, filings, or other contacts between the Association and the District required or allowed in this Agreement shall be with the Superintendent, on behalf of the Board, and the President of the Association, or designee(s), on behalf of the Association. The Association shall notify the Superintendent in writing within ten (10) days of the election as to the names of all officers of the Association. In the event of a vacancy in officials of the Association, the Association will notify the Superintendent in writing of the name(s) of the officer(s) within ten (10) days after the vacancy is filled.
- F. The Association may represent the teacher at any meeting that could lead to discipline or effect future employment status, including plans of assistance.

Article 3 - Definition of Rights of the Board

- A. Except as expressly limited by the specific provisions of this Agreement, the Board is the ultimate determiner of policy and retains unto itself jurisdiction and authority over all facets of District operations and programs, as well as all rights and authority vested in it by existing and future laws, regulations, and policies.
- B. Without limiting the generality of the foregoing, it is agreed that the Board reserves the following specific rights subject only to the express terms of this Agreement:
1. To the executive management and administrative control of the school district and its properties and facilities, and the on-the-job activities of its employees;
 2. To hire all employees and, subject to the provisions of the law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;

ORS 342.835 Probationary Teacher

(1) The district board of any fair dismissal district may discharge or remove any probationary teacher in the employ of the district at any time during a probationary period for any cause considered in good faith sufficient by the board. The probationary teacher shall be given a written copy of the reasons for the dismissal, and upon request, shall be provided a hearing thereon by the board, at which time the probationary teacher shall have the opportunity to be heard either in person or by a representative of the teacher's choice.

(2) For any cause it may deem in good faith sufficient, the district board may refuse to renew the contract of any probationary teacher. However, the teacher shall be entitled to notice of the intended action by March 15, and upon request, shall be provided a hearing before the district board. Upon request of the probationary teacher, the board shall provide the probationary teacher a written copy of the reasons for the nonrenewal, which shall provide the basis for the hearing.

(3) If an appeal is taken from any hearing, the appeal shall be to the circuit court for the county in which the headquarters of the school district is located and shall be limited to the following:

- (a) The procedures of the hearing;
 - (b) Whether the written copy of the reasons for dismissal required by this section was supplied; and
 - (c) In the case of nonrenewal, whether notice of nonrenewal was timely given.
3. To establish and enforce pupil conduct and discipline rules, regulations, and policies;
 4. To establish the grading systems and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students;
 5. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature with input from staff at the appropriate instructional level;

6. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and non-teaching activities, and terms and conditions of employment;
 7. To determine location of the schools and other facilities of the school system, including the right to establish new facilities and to relocate or close old facilities;
 8. To determine the financial policies of the District including the general accounting procedures, inventory of supplies and equipment procedures, and public relations;
 9. To enforce the rules and regulations now in effect and to establish new rules and regulations from time to time not in conflict with this Agreement;
 10. To create, combine, modify, or eliminate any teaching position;
 11. To establish and revise the school calendar in consultation with all interested parties including but not limited to students, parents, employees in the bargaining unit, classified employees, and the District patrons;
 12. To evaluate all programs and personnel, and to conduct tests and employ other means of evaluation.
- C. Nothing in this Agreement shall limit in any way the District's contracting or subcontracting of work or shall require the District to continue in existence any of its present programs in their present form and/or location or on any other basis. The exercise of the powers, rights, authority, duties, and responsibilities of the Board, as well as the authority to adopt policies, rules, regulations, and practices and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement.
- D. Irrespective of the District's rights as provided in Section C herein, the District agrees that no member of the bargaining unit will be terminated as the direct result of the District's installation and use of distance learning technologies.

Article 4 - Definition of Rights of the Association/ Council

- A. **Information** - Upon timely request, the Board shall allow the Association access to all information necessary for research in its functioning as exclusive bargaining representative in an editable digital file format.
- B. **Association Representatives** - Whenever any representative of the Association or any teacher is required by the Board to participate during working hours in negotiations, grievance proceedings, or other proceedings under this contract, they shall suffer no loss of pay. The District shall grant employees who are designated representatives and its affiliates reasonable time to engage in negotiations, investigatory meetings, hearing, grievance proceedings, Association conferences or meetings during the public employee's regularly scheduled work hours without loss of compensation, seniority, leave accrual or any other benefits.
- C. **Use of Facilities** - The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings with teachers, scheduling such use with the approval of the principal of the school, provided that such use shall not interrupt or interfere with normal school operations or interfere with employee's professional duties. The representative shall notify the principal's office of their presence in the building.
- D. **Bulletin Boards** - The Association shall have in each school building the reasonable use of such bulletin boards as may be in each faculty lounge. All materials placed by the Association on the school bulletin boards shall be dated and labeled to identify their origination from the Association. Materials so placed shall not defame any person nor be detrimental to employer/employee relations.
- E. **Mail and E-Mail** - The Association shall have the right to the reasonable use of interschool courier services and teacher boxes, except as prohibited by law. The Association shall have the right to use the electronic mail systems or other similar communication systems of the District to communicate with the employees in the bargaining unit regarding bargaining, investigation of grievances or other disputes relating to employment relations, and other Association business.
- F. **Faculty Meetings** - The Association may suggest items for the agenda of any faculty meeting. Such items shall pertain only to the educational operations of the school and shall not include Association business. An Association representative shall be allowed to make brief announcements at the end of a faculty or professional meeting.
- G. **Association Leave** - The Association shall be granted an aggregate of ten (10) days noncumulative paid leave per school year. An Association representative may attend to official duties of elected positions within the positions within the Association, Council, or OEA. The Association President or designee shall notify the building principal and Superintendent in writing five (5) work days in advance of the date an Association member for approval to be on leave for Association business. The requirement of five (5) days' notice may be waived upon mutual agreement of the District and the Association. The Association shall reimburse the District for the cost of a substitute teacher.
- H. **School Office Equipment** - The Association shall have the right to use school office equipment, for Association business dealing with South Umpqua teachers at reasonable times, when not otherwise in use. The Association shall pay for the cost of all materials and supplies incidental to such use, and for any repairs necessitated as a result thereof. All Association use of District equipment provided for in this section will be subject to all applicable Board policies and laws.

- I. **Access to Employees** – The District shall provide the Association reasonable access to employees within the bargaining unit. For newly hired employees, the Association shall meet with them within 30 calendar days from the date of hire for a period of at least 30 minutes but not more than 120 minutes, during new employee orientation or, if the District does not conduct new employee orientations, at individual or group meetings. For purposes of employees in the bargaining unit who are not new employees, reasonable access includes, but is not limited to:
- (1.) The right to meet with employees during the employees' regular work hours at the employees' regular work location to investigate and discuss grievances, workplace-related complaints and other matters relating to employment relations; and
- (2) The right to conduct meetings at the employees' regular work location before or after the employees' regular work hours, during meal periods and during any other break periods.
- J. **Legal Compliance** - All Association use of South Umpqua facilities and/ or equipment under this Article shall be subject to applicable laws and policies, including HB 2016 (Year 2019).
- K. Every 120 days, the District shall provide to the OEA Membership Specialist an Excel-compatible database of each employee in the bargaining unit (both active members and non-members). The information requested shall be consistent with HB2016 (year 2019). Whenever a new employee is hired into the bargaining unit, the District shall provide the requested information within ten (10) days of hire. The District shall notify the OEA Membership Specialist whenever an employee is the bargaining unit is placed on an unpaid leave of absence, retires, is laid off, resigns, or changes their name.

Article 5 - Dues and Deductions

This provision shall be voted on separately and shall reflect the opinion of the majority of the teachers in the bargaining unit and shall be certified to the Board by the Association.

- A. The District will deduct dues, fees, and any other assessments or authorized deductions to the Association in accordance with the payroll-deduction authorizations signed by members and provided to the Association. The Association will provide the employer with a list identifying the employees who have signed such authorizations and the authorized deduction amounts. The Association shall rely on the list to make the authorized deductions and to remit payment to the Association.
- B. Beginning with the October paycheck of employees affected by this article and continuing for nine (9) successive months thereafter, the District will deduct and forward to the Association one-tenth (1/10) of the total dues of the Association, OEA, and NEA as authorized on a form mutually acceptable to the District and the Association.
- C. The Association agrees to hold the District harmless against any and all claims, suits, orders, or judgments brought against the District as a result of complying with this article. Mathematical errors will be corrected by either party.

Article 6 - Definition of Rights of Employees in the Bargaining Unit

- A. **Discipline of Employees.** No member of the bargaining unit shall be reduced in basic salary, suspended without pay, or reprimanded in writing, without just cause. This article shall not apply to matters regarding the extension, non-extension or dismissal of contract teachers or the renewal, nonrenewal or dismissal of probationary teachers. This article also does not apply to retention, non-retention or dismissal of extra-duty positions.
- The employee will have the right to appeal only the procedure through the grievance procedure of this Agreement.
- B. An employee shall be entitled to have present a representative member of the Association selected by the association during any meeting which is related to discipline or which might reasonably be expected to lead to disciplinary action, including plans of assistance. When a request for such representation is made, no action shall be taken with respect to the employee until such representative member of the Association is present. However, the securing of a representative member of the Association shall not unreasonably delay any proceedings.
- C. Employees, supervisors, and administrators agree that any criticism regarding one another shall be made in confidence and never in the presence of students, parents of students, other employees (except a building representative), or at public gatherings. All critiques made shall be confidential.
- D. Any teacher will be able to review the contents of their own personnel file during administration office hours. A teacher may file a written rebuttal to anything placed therein. Such rebuttal, once filed, shall be a permanent part of this file.
1. A teacher will have the right to indicate those documents or other materials in the teacher's file which the teacher believes to be obsolete or otherwise inappropriate for retention. Said documents will be reviewed by the Superintendent and, at the discretion of the Superintendent, may be destroyed, subject to the provisions of the law.
 2. No written disciplinary or evaluation document will be placed in a teacher's personnel file unless the teacher has had an opportunity to review the document. The teacher will acknowledge that they has had the opportunity to review such documents by affixing the teacher's signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. If a teacher refuses to affix a signature to the document, an administrator may sign and date the document in place of the employee. A citation will be included stating the employee refused to sign the document. Refusal to sign is not considered insubordination.
- E. Teachers will determine grades of students; no grades will be changed without first consulting with the teacher.

Article 7 - Layoff

- A. In conducting a layoff under this article, the District will first determine the program(s) or area(s) scheduled for reduction or elimination.
1. After such determination, the District will make every reasonable effort to transfer teachers in such program(s) or area(s) to other vacant positions for which they are qualified and properly licensed.
 2. The District will make every reasonable effort to combine positions in a manner which allows teachers to remain qualified so long as the combined positions meet the curriculum needs of the District.
- B. Seniority shall be defined as the employee's total length of continuous service in the District as a licensed teacher. Seniority will be computed and accrue from the teacher's date of employment in a bargaining unit position, and shall continue to accrue during paid leaves. In case two or more teachers have the same date of employment with this District, the tie will be resolved by drawing lots with District and representative members of the Association present.
- C. Whenever the Board determines that a layoff is necessary, it will notify the Association.
- D. In the event the Board, in its discretion, determines that a layoff is necessary, then it will determine the teachers to be retained by means of the following criteria:
1. Licensure
 2. Seniority
 3. Competency and Merit
- "Competence" means the ability to teach a subject or grade level based on recent teaching experience related to that subject or grade level within the last five years, or educational attainments, or both, but not based solely on being licensed to teach. The district may consider a teacher's willingness to undergo additional training or pursue additional education in deciding upon questions of competence.
4. Compliance with OR 342.934 that requires the district to consider cultural and linguistic expertise.

E. **Recall**

If, within 27 months of a layoff, a vacancy occurs within the District for which a laid-off teacher is qualified as per paragraph F below, the recall procedure outlined below will be followed.

1. At the time of layoff, the District shall provide an opportunity for laid-off teachers to express in writing a desire to return to the District. The District shall also receive the teacher's address for recall notification. In the event of a recall, the District shall notify the teacher who has expressed a desire to return to the District of the recall by certified mail, return receipt, sent to the last address given by the teacher to the District office. The teacher will have fifteen (15) calendar days from the date of mailing to notify the District of intent to return. The teacher must thereafter report on the starting date specified by the District providing that this will not be less than fourteen (14) days from the date the notice of recall was received, or lose all recall rights.

2. All benefits to which a teacher was entitled at the time of layoff, including unused accumulated sick leave, will be restored to the teacher upon the teacher's return to active employment, and the teacher will be placed on the proper step of the salary schedule for the teacher's current position according to the teacher's experience and education. A teacher will not receive increment credit for the time spent on layoff nor will such time count toward the fulfillment of time requirements for acquiring permanent status. Employee benefits do not accrue during the time of layoff.
 3. Teachers covered by this article will receive information regarding their rights under COBRA in regards to insurance benefits.
 4. Teachers covered by this article will be given consideration for substitute teaching; such will not affect teacher recall rights.
- F. In determining which teacher or teachers to recall, the Board will utilize the criteria set forth in paragraph D above. Any teacher who does not accept a recall will lose all further recall rights and will be deemed to have resigned from District employment. Any teacher not recalled pursuant to this article within twenty-seven (27) months of layoff will be deemed to have resigned from District employment.

Article 8 - Grievance Procedure

Grievance Procedure for Contract Dispute: The purpose of this procedure is to provide an orderly method for resolving grievances regarding the interpretation, application, or alleged violation of the provisions of this Agreement. A determined effort shall be made to settle any differences at the lowest possible level in the Grievance Procedure.

Section 1. Definitions

- A. "Grievance" shall mean a complaint regarding the interpretation, application, or alleged violation of the express terms of this collective bargaining agreement.
- B. "Grievant" is the person or persons who has the grievance and is presenting the claim, also referred to as the claimant, or the Association making the claim pursuant to "J" or "K" below.
- C. The "Party in Interest" is either the person or persons making the claim or the person or persons against whom the claim is made.
- D. "Consultant" is the one who advises either party in interest.
- E. "Representative" is the one who may speak for and/or advise a party in interest.
- F. "Immediate Supervisor" is the one who had direct administrative and supervisory responsibility over the grievant in the area of grievance.
- G. "Days" The term "days" when used in this article shall, except where otherwise indicated, mean the grievant's working days.
- H. "Persons Officially Involved" means the Superintendent, their representative and/or consultants, the grievant, their representatives and/or consultants, and witnesses.
- I. "Association Grievance Committee" is an advisory committee of the Association.
- J. If, in the judgment of the Association, a grievance affects a group of teachers or the Association, the Association may represent the group. A class grievance involving more than one supervisor and grievances involving the Administration above the building level may be filed by the Association at Level Three.
- K. Matters dealing with alleged violations of Association rights under this contract grievance shall be initiated at Level Three.

Section 2. General Procedures

- A. These procedures shall be processed within the specific lengths of time.
- B. All parties should attempt to complete the procedures by the end of the school year. The parties shall make a good faith effort to shorten the number of days provided. Time limits may be extended by mutual agreement.
- C. All parties in interest have a right to consultants or representatives of their own choosing at each level of these grievance procedures.

- D. There shall be no restraint, interference, discrimination, or reprisal exerted on any employee choosing to use these procedures for resolution of grievances.
- E. Failure at any level of this procedure by the grievant to appeal a grievance to the next level within the specified length of time shall be deemed to be acceptance of the decision rendered at that level. Failure at any level of this procedure to communicate the decision in writing on a grievance within the specified length of time shall be deemed a rejection of the grievance and shall permit the grievant to proceed to the next level.
- F. All documents, communications, and records of a grievance will be filed in the school district office separately from the personnel file.
- G. All parties will avoid interruption of classroom and/or any other school-sponsored activities.
- H. Every effort will be made by all parties to avoid the unnecessary involvement of students in the grievance procedure.
- I. All parties in interest will process grievances at times which do not interfere with assigned duties.
- J. Attendance at Levels One, Two, Three, and Four shall be restricted to parties in interest, persons officially involved, and witnesses.
- K. No probationary teacher, as defined in ORS 342.815, may use the grievance procedure in any way to appeal discharge or a decision of the Board not to renew their contract, as such dismissal or non-renewal will be governed by the Fair Dismissal Law (ORS 342.835).
- L. No permanent teacher, as defined in ORS 342.815, may use the grievance procedure to dispute any action by the Board which is applicable to the Fair Dismissal Law (ORS 342.865-342.915).
- M. The Association will be responsible for all costs it unilaterally incurs during Level One, Two, Three, and Four of grievance processing unless otherwise agreed to by the parties in interest. The Board will likewise be responsible only for its costs unless otherwise mutually agreed.
- N. The filing or pendency of any grievance under the provisions of this article shall in no way operate or impede, delay, or interfere with the right of the Board to take the action complained of, subject, however, to the final decision on the grievance.
- O. The sole contractual remedy available to any teacher for any alleged breach of this Agreement or any alleged violation of their rights hereunder will be pursuant to the grievance procedure.
- P. In the course of investigation of any grievance, representatives of the Association will immediately upon arrival check in with the administrator of the building being visited and identify the person being contacted and that a grievance is being investigated.

Section 3. Levels of Grievance

- Level One** The grievant shall first discuss the grievance within fifteen (15) days from the time of discovery of the cause of the claim with their principal or immediate supervisor with the objective of resolving the matter informally.
- Level Two** If the grievant is not satisfied with the disposition of the grievance at Level One, the grievant, within seven (7) days, shall file a written grievance with the principal or immediate supervisor. The written grievance shall include a statement as to the occurrence or action complained of, the contract provision allegedly breached, and a statement of the remedy sought. The grievant may also notify the Association Grievance

Committee. The principal or immediate supervisor shall communicate their decision in writing to the grievant within seven (7) days of receipt of the grievance.

Level Three After receipt of the decision rendered by the immediate supervisor, the grievant may appeal in writing to the Administration (Superintendent) within seven (7) days. This appeal shall set forth the reasons the grievant considers the decision unacceptable, in addition to the writing requirements stated in Level Two. Appeals to the Administration shall be heard within ten (10) days of receipt of the appeal. Five (5) days' prior written notice of the time and place of the administrative hearing shall be given to the grievant, their representative, and any other persons officially involved in the grievance. Attendance at the hearing of appeal shall be restricted to persons officially involved. Parties in interest may elect to call witnesses who shall appear individually at the hearing. The Administration shall communicate its decision in writing to the grievant within seven (7) days of termination of the hearing.

- Level Four**
- a. If the grievant is not satisfied with the disposition of the grievance at Level Three, the grievant may, with the written consent of the Association, within seven (7) days following receipt of the Administration's written decision, submit the grievance to arbitration. Arbitration will be conducted in accordance with the rules of the American Arbitration Association in effect at that time.
 - b. Within five (5) school days after such written notice of submission to arbitration, the Superintendent and the Association will attempt to agree upon a mutually acceptable arbitrator and to obtain a commitment from such arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the five (5) day period, a request for a list of arbitrators will be made to the Employment Relations Board (ERB) by either party. Only arbitrators residing in Oregon shall be selected.
 - c. The arbitrator so selected will confer with the representatives of the Administration and the Association and hold hearings promptly and will issue their findings not later than thirty (30) days from the date of the close of the hearings or, if oral hearings have been waived, from the date the final statements and proofs are submitted to them. The arbitrator's findings will be in writing and will set forth their findings of fact, reasoning, conclusions, and orders on the issues submitted. The decision of the arbitrator shall be final and binding upon the parties and shall be the last remedy provided by this contract.
 - d. The costs for the services of the arbitrator, including per diem expenses, if any, and their travel and subsistence expenses and the cost of any hearing room, will be borne equally by the District and the Association. All other costs will be borne by the party incurring them.
 - e. The arbitrator's authority is limited to the interpretation and the application of this contract and, during this step of the grievance procedure, the arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement.

Section 4. Work Stoppage

- A. As a result of any grievance dispute, the Association and its members, as individuals or as a group, will not initiate, cause, permit, or participate or join in any strike, work stoppage, slowdown,

picketing, or any other restriction of work. Employees in the bargaining unit, while acting in the course of their employment, shall not honor any picket line established by the Association or by any other labor organization when called upon to cross such picket line in the line of duty. Disciplinary action, including discharge, may be taken by the District against any employee or employees engaged in a violation of this section. Such disciplinary action may be undertaken selectively at the option of the District and shall not preclude or restrict recourse to any other remedies, including an action for damages, which may be available to the District.

- B. In the event of a grievance dispute which results in a strike, work stoppage, slowdown, picketing, observance of a picket line, or other restriction of work in any form, either on the basis of individual choice or collective employee conduct, the Association will immediately upon notification attempt to secure an immediate and orderly return to work. This obligation and the obligations set forth in Part A, above, shall not be affected or limited by the subject matter involved in the dispute giving rise to the stoppage or by whether such subject matter is or is not subject to the grievance provisions of this Agreement.
- C. There will be no lockout of employees in the unit by the District as a consequence of any dispute arising under this contract during the period of this Agreement.
- D. Paragraphs A-C, above, refer only to disputes arising as a result of grievances or alleged grievances.

Article 9 - Evaluation

- A. At the beginning of each school year, each teacher shall be given notice of the criteria to be used for teacher evaluation.
- B. All formal evaluations of teachers shall be done in the current District electronic evaluation system.
- C. Each teacher will have access to their evaluation in the district's electronic evaluation system within a reasonable period after its completion.
- D. A teacher may attach written comments to the evaluation.
- E. A teacher may request that an additional observation be conducted.

Article 10 - Vacancies and Transfers

- A. **Vacancies:** Whenever a vacancy in professional positions arise, the Superintendent, or designee, will notify the Association. The notification will indicate the date on which the vacancy should be filled or will indicate that it will be opened until filled. As much time between notification and filling of the vacancy will be allowed as reasonably possible. The notification will include salary, qualifications, and any other pertinent factors deemed important by the Superintendent, or designee, and shall be posted on the District's website and/or at each school office via email.
- B. **Transfer:**
1. **Voluntary Transfer:** A teacher's request for transfer to a posted position—shall be submitted using the current District electronic system. It shall state the school, grade, or position sought, and the applicant's qualifications. The Administration will act upon the request and will notify the applicant of the decision. Factors will be considered including availability of the position requested.
 2. Involuntary transfers shall be instituted under the following circumstances:
 - a. Involuntary transfers predicated upon District manpower requirements, shift in student loads, or changes in course or curriculum offerings, and may be based on licensure, seniority, or grade level experience.

Individuals involuntarily transferred under this provision shall have the right of refusal to transfer back to the building from which they were involuntarily transferred. Positions that come open shall be offered to any teacher with the proper licensure involuntarily transferred from that building in order of seniority. The right of refusal to transfer back to the building from which they were involuntarily transferred will expire in one year.
 - b. The District may involuntarily transfer employees for disciplinary reasons when it deems necessary.
 3. The rights set forth in Article 10 shall not be applicable to Article 7 - Layoff. Article 10 does not apply to layoffs, reductions in force, or bumping rights.
 4. After the first day all staff are required to return for the school year, should a transfer to a new position requiring a new preparation be necessary, two (2) days' pay for moving and preparation shall be given. After the first day all staff are required to return for the school year, should an assignment requiring a new preparation be necessary, two (2) days' pay for moving and preparation shall be given.
 5. Teachers will be notified of tentative teaching assignments for the following teaching year prior to the end of the current school year. It is understood that there may need to be changes made during the summer. If a licensed personnel is required to change assignments after August 15th of any upcoming school year, then the licensed personnel will receive one day of additional compensation or one additional release day. If section B, 4 of this article applies then section B, 5 of this article is null and void.

Article 11 - Complaint Procedures

- A. It is the intent of this Agreement to provide a procedure which will handle complaints expeditiously and fairly. If a complaint is not signed by the complainant, it shall be dropped without prejudice except in mandatory reporting and harassment/bullying complaints.
- B. If a complaint is made against a teacher by a parent or member of the community (not including student complaints) to the administration, such complaint shall be processed only under the following circumstances
 1. If, in the principal's judgment, such complaint is sufficiently relevant to the teacher's performance to indicate the need for a conference;
 2. If the administrator intends to take further disciplinary action based on the complaint;
 3. If the principal intends to make a reference in the evaluation report of the complaint.
- C. Pursuant to Section A above, a conference will be held with the teacher and the complainant within five (5) working days of its receipt by the building principal or immediate supervisor unless it is impractical to do so within such time limit, because of the absence of one or both of the parties. At the conference, the teacher shall be presented with a copy of the complaint.
- D. Any such complaint which the administration chooses not to discuss with the teacher or which is not discussed within the required time shall not be considered in the teacher's evaluation and shall not be used against the teacher in any subsequent actions by the District.
- E. The teacher shall have the right to attach a written statement to any complaint.
- F. Allegations of sexual harassment, child abuse, workplace harassment, or other criminal conduct will not be considered complaints for purpose of this article and will not be subject to this complaint procedure. All other rights shall be considered in effect.

Article 12 - Personal and Academic Freedom

- A. The Board recognizes that the personal life of employees covered by this contract is not an appropriate concern of the Board, except as the employee's personal life may directly affect work performance or other position-connected relationships.
- B. Teachers shall enjoy freedom in classroom presentations and discussions. Controversial materials that are presented and discussed shall be relevant to the course content in accordance with the curriculum program of the District. The Board retains the right to establish the curriculum program.

Article 13 - Maintenance of Classroom Control and Discipline

- A. A definition of the duties and responsibilities of all administrators, coordinators, supervisors, and other personnel pertaining to student discipline, shall be reduced to writing by the Superintendent and each building's student handbook.
- B. A copy of the building disciplinary procedure shall also be provided to each teacher. Teachers may periodically review and recommend to the principal changes regarding building student disciplinary procedures.
- C. The parties agree to follow discipline procedures in each building handbook. Alleged violations of "C" may only be grieved to the Superintendent level.

Article 14 - Leaves of Absence

- A. **General Rule:** Any leave provision in this article, not specifically described herein as "with pay," or leave under OFLA/FMLA which allows for wage replacement by using accrued paid leave, shall be taken without pay and shall be charged to the teacher by a deduction of 1/190 of gross yearly salary for each day, or portion thereof, absent.
- B. **SICK LEAVE**
1. The District shall comply with state and federal laws regarding sick leave. Teachers who are absent because of personal illness, injury, or non-emergency medical appointments shall receive compensation in accordance with the following provisions:
 2. Each licensed employee shall be granted ten (10) days of sick leave per year and shall be credited those days at the beginning of each contract year. Each teacher shall accrue one (1) sick day per month for the first ten (10) months of the contract year. Should an employee leave before the end of the year, the employee shall only be credited for those days earned. If an employee leaves before the end of the year and has used more days than they have earned and had no carryover days to use, the extra sick days used and paid for will be subtracted from the employee's final paycheck.
 3. Accumulation of unused sick leave shall be unlimited.
 4. **Transfer and Forfeiture:**
 - a. **Transfer:** In accordance with ORS 332.507, a teacher shall be permitted to take up to seventy-five (75) days' sick leave accumulated in other Oregon districts. The accumulation shall not exceed that carried by the most recent employing district. However, the transfer of sick leave from another Oregon district shall not be effective until the teacher has completed thirty (30) working days in this District. Such teacher is responsible for securing and completing the necessary documentation.
 - b. **Forfeiture:** All sick leave rights which have accrued to employees under the terms of this Agreement, except the right to use one-half of accumulated sick leave days for computation of retirement benefits as provided in ORS 238.350, will be forfeited upon termination of employment with the District.
 5. **Verification:**
 - a. A teacher claiming paid sick leave warrants that they were in fact personally ill or injured on the days claimed, or at a medical appointment, or a family member was ill.
 - b. When requested by the Administration, any teacher claiming more than three (3) consecutive school days of paid sick leave shall furnish a medical practitioner's certificate that the illness or injury prevents the teacher from teaching. A teacher may be required to submit to a medical examination, at the Board's expense, and with a doctor of the Board's choosing, prior to being allowed to return to work.
 6. **Sick Leave Bank:** (Association Non-Members are excluded from this section):

- a. The District shall assist the Association in the operation of a sick leave bank as provided herein. The purpose of the sick leave bank shall be to extend to those employee's additional paid leave hours should a serious illness or injury that is OFLA/FMLA qualifying exhaust the bargaining unit member's accumulated sick leave.
- b. Upon thirty (30) days' written notice from the Association, the District shall establish a separate sick leave account in the name of the Association or its administrative designee.
- c. At the beginning of each school year, the Association shall advise members of the bargaining unit as follows:
 - 1) That each member of the bargaining unit may donate up to one (1) day of said teacher's accumulated sick leave to the Association's sick leave bank. Further, at the beginning of each year thereafter, each member of the bargaining unit may contribute up to one (1) full day of sick leave to a total limit of sick leave days in the sick leave bank not to exceed the number of members in the bargaining unit.
 - 2) That such donations are completely voluntary.
 - 3) That the Association or its administrative designee shall administer all disbursements from said sick leave bank.
- d. Bargaining unit members shall confirm their desire to donate to the sick leave bank when requested by the Association. Such confirmation shall be in writing and personally signed by the donating bargaining unit member on a form to be provided by the Association. The original of said form shall be forwarded by the Association to the District. A copy shall be provided by the Association to the donating bargaining unit member and copy may be retained by the Association.
- e. The Association or its administrative designee of the sick leave bank shall develop policies governing the operation of the sick leave bank. The parties agree that the sick leave bank shall not be operative until such time as said policies have been adopted by the Association or its administrative designee and a copy of said policies have been forwarded to the District and each member of the bargaining unit.
- f. The District shall transfer accumulated sick leave to the Association's sick leave account in accordance with the authorized donor confirmations that are received within the annual enrollment period as provided herein.
- g. The Association, or its administrative designee, shall administer disbursements from the Association's sick leave bank account. Each time such a disbursement is to be made, the Association shall advise the District, in writing, the exact number of days of sick leave and to whom said sick leave days are to be transferred. At no time shall the total number of sick leave days to be transferred exceed the total number of such days recorded in the Association's sick leave bank account.

h. The Association does hereby indemnify and will defend the District against all claims, charges, damages, legal fees, and costs incurred as a result of its maintenance of the Association's sick leave bank as provided herein. If there is a claim made against the District as a result of the application of any of the provisions of this section, the OEA agrees that it will pay any and all fees, costs, and other expenses of the attorney, attorneys, or law firm selected by the District to represent it. The OEA further agrees that it will pay any and all amounts awarded against the District, including but not limited to damages, fees, fines, and court costs.

C. **Personal Leave:** Each teacher shall be credited with three(3) days per year of personal leave, which may be accumulated to a maximum of six (6) days. Employees may elect to receive \$150 for each unused personal leave day left at the end of the year. Any days for which an employee receives \$150 will then be considered used and ineligible for rollover. Payment shall occur in the last pay period of the school year. Personal leave shall be requested at least one (1) day in advance. The principal shall not deny the request unless a competent substitute is not available or extenuating circumstances require the teacher's presence. The principal shall state the reason for a denial of personal leave.

D. **Bereavement Leave:**

1. Each bargaining unit member shall be allowed three (3) days Bereavement Leave per year with pay.
2. Bereavement Leave is allowed in accordance with state and federal laws.

E. **Jury Duty and Subpoena for Court Appearance**

1. Leave of absence may be authorized for jury duty or under subpoena as a disinterested witness. Teachers may secure support from the District office in seeking relief from jury duty when it interferes seriously with professional obligations to the teaching assignment. Fees received for services performed during working hours while on jury or court duty shall be reported to the business office and deducted from regular pay. This leave is not applicable in a case in which the teacher or Association are on a case against the District. Nor does it apply when a member is party in a private legal matter.
2. The teacher must, unless excused by the principal, report for work promptly after their required appearance has terminated.

F. **Military Leave:** This leave shall be in accordance with applicable Oregon and federal law.

G. **Paid Leave by Application to the Superintendent:** Any teacher may apply to the Superintendent's discretion for additional paid leave.

H. **Unpaid Leaves of Excused Absence:**

1. **Unpaid Leaves:** Any teacher may apply to the Administration's discretion for the unpaid leaves of excused absence. Such leave shall not exceed one (1) year. Benefits shall not continue to accrue during any unpaid excused absence, unless the Board shall otherwise order. Decisions made by the administration regarding requests for additional unpaid leave are not subject to the grievance procedure.

2. **Parental Leave:** The District shall comply with all state and federal leave laws regarding parental leave. Benefits shall not continue to accrue during such unpaid leave, unless the Board shall otherwise order.
3. **Worker's Compensation:**
 - a. Any absence from work while temporarily disabled by reason of a compensable on the job accident, injury, or illness shall be paid in accordance with applicable state and federal laws.
 - b. The teacher must notify the District immediately if the teacher's absence is due to an on the job accident, injury, or illness. Any collection of regular wage or salary while at the same time failing to disclose the receipt of temporary disability benefits can be considered prima facie evidence of grounds for dismissal by the Administration.
4. A teacher on unpaid leave of absence is required to notify the Superintendent of the teacher's intention to return to work at least twenty (20) days prior to the end of a leave which expires before the end of a school year in which such leave is taken, or by April 1, for a leave which expires at the end of a school year, unless an exception is granted. Failure to provide such notice may terminate the teacher's employment rights at the Administration's discretion.
5. Teachers on unpaid leaves of absence may continue their health insurance coverage at their own expense, subject to the carrier's approval.

I. **Oregon Paid Leave:**

1. Starting on July 1, 2023, Employer shall pay up to a maximum of one percent (1%) contributions to the Oregon Paid Family Medical Leave Insurance as an employer-provided benefit.
2. An Employee who receives a benefit under Workers' Compensation Insurance or Paid Family Medical Leave Insurance may elect to use accrued sick leave to make up the difference between their benefits and their normal salary/wage. Upon receiving written notice of such an election, Employer shall deduct and apply the number of accrued sick leave hours necessary to ensure that the employee receives their normal salary/wages.

Article 15 - Length of Year, Hours, and Conditions

A. **Work Year:**

1. The schoolwork year for teachers shall not exceed one hundred ninety-two (192) days, of which seven (7) days shall be paid holidays; up to one hundred seventy-six (176) days shall be working days and a minimum of nine (9) days shall be for in-service. Extended contracts shall be paid at 1/ 192nd of the teacher's basic salary per day except that teachers newly hired by the District may be required to attend two extra in-service day at the beginning of the school year with additional pay beyond the one hundred ninety-two (192) day contract. This shall not apply to stipends for combination of practicum experience and training for which graduate or District credit is granted.
2. One (1) in-service day shall be provided the day following the completion of the preceding grading period.
3. For in-service days at the end of each grading period, and for the equivalent of one (1) workday prior to the school year beginning, time shall be spent preparing grade reports or lesson planning. Building principals may have the option during these days of scheduling staff meetings that will not exceed one hour in length.
4. If an in-service day falls on the first scheduled workday immediately following the end of winter break, the District will designate one-half of the day for teacher professional development and one-half of the day as a teacher work day.

B. **Teaching Hours:** Teachers will report to work one-half ($\frac{1}{2}$) hour before class time and remain at school until professional obligations have been fulfilled.

C. **School Closure:** In the event school is closed due to weather or related emergencies, the entire teaching staff shall not be required to be in attendance and the day may be made up at the Board's discretion.

D. **Class coverage:** Any teacher who covers for another teacher during a regularly scheduled class period, or who has to cover their own class due to an unavailable, regularly scheduled special (PE, Music, Art, Library) will be compensated in half hour increments (rounded up to the nearest half hour) at a rate of pay based on the daily minimum salary for substitute teachers as computed by the Oregon Department of Education pursuant to State laws and must have prior administrator approval.

E. **Leaving School Premises:** Permission to leave school premises during school hours must be obtained in advance from the building principal. Such permission shall not be arbitrarily denied. A "sign out" sheet will, at the discretion of the principal, be provided at the principal's office or such other location as designated by the principal. Teachers shall sign in and sign out, if required, by the building principal

F. **Preparation Time:** Elementary teachers having student instructional responsibilities shall have a minimum of 150 minutes of preparation during the instructional portion of the day during each full school week of five consecutive student instructional days, and a proportional amount during a shortened week.

Secondary teachers having student instructional responsibilities shall be provided a minimum average of 190 minutes of preparation time per week during the instructional portion of the day. Such preparation time will be averaged over a two-week period and shall be provided on a proportional basis during a shortened week.

Article 16 - Compensation for Employees in the Bargaining Unit

- A. 1. The basic salaries of full-time licensed personnel on contract to the District shall be in accordance with the salary schedule which is attached to this Agreement as Appendix "A."-Licensed teachers on contract to the District who are designated as anything other than full-time shall be placed on the salary schedule in the same manner as all other licensed teachers in the bargaining unit. Their salary, sick and personal leave, and other benefits are to accrue in proportion to their percentage of time worked when compared to a full-time teacher.
2. As provided by ORS 238.200, the District shall continue to "pick-up," assume and pay a six percent (6%) employee contribution to the Public Employees Retirement System. Such "pick-up" or payment of employee member monthly contributions to the system shall continue for the life of this Agreement and shall also be applicable to employees who first begin to participate in the system on and after July 1, 1982, to the termination of this Agreement.

The full amount of required employee contributions "picked-up" or paid by South Umpqua School District is on behalf of employees pursuant to this Agreement and shall be considered as "salary" within the meaning of ORS 238.005 (26) for the purpose of computing an employee member's "final average salary" within the meaning of ORS 238.005 (9) but shall not be considered as "salary" for the purposes of determining the amount of employee contributions required to be contributed pursuant to ORS 238.200. Such "picked-up" or paid employee contributions shall be credited to employee accounts pursuant to ORS 238.200 (2) and shall be considered to be employee contributions for the purposes of ORS 238.200 to 238.220.

- B. Fringe benefits for licensed personnel on contract to the District shall be in accordance with the provisions provided in Appendix "B" to this Agreement.

C. **Pay Periods:**

1. Salaries for the school calendar year will be paid to licensed personnel in twenty-four (24) equal payments, due and payable on the 10th and 25th of each month. If the 10th or 25th falls during a holiday or break period, payday shall be the last working day prior to the holiday or break period (i.e. Thanksgiving, Christmas, or spring break). Checks for June, July and August will be paid when their final reports are completed at the close of the school year.
2. Payments for extra-duty (see Appendix C) will be included in regular payroll checks starting the first pay period following the commencement of the extra duty season.

D. **Advance on Salary:**

Teachers will be permitted to request one (1) advance on their salary during the school year for emergency purposes only. The request for advance on salary must be submitted in writing to the Business Office, allowing up to 3 business days for processing and approval from the Superintendent or Business Manager. Payment will not exceed the amount of net salary earned at the time of the request and will be deducted from my next scheduled payroll. All advances shall be subject to withholdings and taxes. Should an employee's employment with the district end prior to the advance being deducted from the employee's earning, any remaining balance shall be collected by the district at the employee's expense.

Any advances shall be subject to withholdings and taxes.

E. Payroll Deductions:

1. Federal and state income taxes and social security taxes will be deducted each pay day by the District.
2. When any teacher requests, by signed authorization specifying amounts, the District will deduct from the monthly salary of that licensed personnel for savings bonds, credit union, Association dues, insurance and annuity programs, and other deductions as authorized limited as follows: The District agrees to notify members of a deduction group whose enrollment has fallen to three (3) or fewer participants. If enrollment does not increase by the end of the working school year, the District agrees to delete from the payroll voluntary deduction list those deductions which have three (3) or fewer participants. The deduction list will be limited to a maximum of fourteen (14) deductions. Should there be an opening on the deduction list, the District agrees to add a new deduction to that list provided that the Association has a minimum of ten (10) employees enrolled in that deduction at the time the deduction is added to the list.
3. Within the limits of the present payroll system, payroll checks shall show itemization of payroll deductions.
4. The Association, as an organization, agrees to hold the District and its agents harmless against any and all claims, suits, orders, or judgments brought against it or its agents as a result of the above dues deduction provision. Mathematical errors will be corrected by either party.

F. Early retirement benefits as described in Policy GCBF shall remain in effect for licensed personnel hired by the District on or before September 1, 1990.

G. Re-Employment of Oregon PERS Working Retirees

1. The district is under no obligation to re-employ retired employees and has the sole discretion over hiring decisions. Licensed staff offered employment following their PERS retirement will move to Temporary status.
 - a. Licensed employees shall give 60 days' notice prior to their effective PERS retirement date.
 - b. Workdays shall include any and all scheduled conference days, in-service and student instructional days.
 - c. District insurance contributions will remain at the capped amount as stated in Appendix B.
 - d. The employee will be placed on a post retirement contract but will retain salary placement and advance with contract employees as outlined in Article 16.
 - e. Retirees may be employed annually for a period of one year or less in duration. Retirees rehired by the District will work on an annual contract that expires at the end of each year. Reemployment for a subsequent year will be based on both parties choosing to enter into an additional one year contract for employment, Retirees will not be classified as "probationary" or "contract" as those terms are defined and used in ORS 342 805 to ORS 342.937.

2. Retired licensed staff shall have the benefit of the provisions of this Agreement except as follows:
 - a. The termination of the employee's limited duration assignment in completing the school year shall not be considered a discipline or dismissal and shall not grant the employee rights under Article 9, Layoff/Recall.
 - b. No PERS contributions will be made after the PERS retirement date.
 - c. Retirees do not carry forward or earn incentive leave.
 - d. Sick leave will be accrued at one day per month after PERS retirement date and will be front loaded. Sick leave does not carry over from year to year.

Article 17 - Teacher Qualifications, Salary Schedule Placement and Advancement

A. **Professional Education Qualifications**

1. Teachers with vocational education licensure will be placed within the bachelor's column unless the Superintendent determines that their experience is equivalent to a higher level of placement.

B. **Salary Schedule Placement and Advancement:**

1. One (1) vertical step on the salary schedule will be credited to the licensed personnel for each year of service in the District, contingent upon the requirements for advancement.
2. Temporary Teachers employed for 135 consecutive days in the school year shall receive credit for a full year of employment.
3. One (1) vertical step will be credited to the licensed personnel for each year of previous school teaching experience in an accredited school not in this District.
4. Members who have earned certification from the National Board for Professional Teaching Standards (NBPTS) or Nationally Certified School Psychologists (NCSP) will be moved up one column on the salary schedule. In order to keep the added column, the member must maintain their National Board status through renewal. In the event they do not renew, they will be moved back one column on the salary schedule.
5. **Yearly Increment:** Salary increments shall be one level vertically per year of licensed experience in this District after recommendation by the principal with their certification that performance has been evaluated and found to be proficient, up to maximum salary at the end of the training level.
6. **Level of Education:**
 - a. A written declaration of intent to move horizontally on the salary schedule is the responsibility of the licensed personnel and must be filed with the Superintendent no later than the April 15 prior to the school year in which the advancement is expected to take place. If all necessary documentation is received and advancement is verified prior to August 31, advancement on the salary schedule will commence in September. Documentation includes, but is not limited to, official transcripts, licensure, or letters of verification of degree attainment. If documentation is not received by August 31, advancement shall begin the first day of the month following receipt and verification of all necessary advancement documentation.
 - b. It shall be the responsibility of the Superintendent to place, advance, or deny advancement of licensed personnel on the salary schedule. Licensed personnel seeking placement or advancement on the salary schedule are responsible for submitting all documentation in the form of licensure, official transcripts, and

verification of experience as required by the Board. Requests received after April 15 may be considered at the Superintendent's discretion.

- C. **Accountability:** Licensed personnel contracts will be fulfilled according to the terms. The Association will assist in every effort to secure total performance of licensed personnel contracts by all of its members.

Article 18 - Additional Duties

- A. **Compensation for Coaching & Additional Responsibilities:** Compensation for responsibilities assigned to licensed personnel and not covered in the salary schedule shall be in accordance with the schedule which is attached to this Agreement as Appendix "C."
- B.
1. Extra-duty assignments shall be considered supplementary to a licensed personnel's basic contract and compensation.
 2. Additional clubs and activities (not listed in Appendix C) may be convened and extra duty contract issued with prior approval from the Superintendent or designee. Requests for additional clubs and activities will be considered annually on a case-by-case basis, in consideration of (but not limited to) available grant funding, proposed budget, meeting schedule, and equitable access and opportunity for students.
 3. Compensation for extra-duty assignments shall be paid only during the term of said assignments. Compensation shall commence when the extra-duty assignment begins and the full stipend shall be paid, as part of the regular payroll. Employees may request, when signing their extra-duty contracts, to have this additional compensation paid in one of the following ways:
 - a. Each month during the extra-duty assignment
 - b. Once at the end of the extra duty assignment
- C. Extra-duty assignments as provided in Appendix C shall be subject to the following provisions:
1. The District shall have no obligation to continue such assignments, compensation or activities beyond the term of the extra-duty contract.
 2. The District shall establish procedures whereby applications for extra-duty assignments are received on a periodic basis. Qualifications shall be that as determined by the District.
 3. Bargaining unit members who have not voluntarily applied for extra-duty positions may only be so assigned in urgent situations or when the District has no qualified applicants for such positions. The District will make every reasonable effort to secure qualified volunteers before teachers are assigned as provided herein.
 4. All extra-duty positions, shall receive the same percentage increase as the base step of the licensed salary schedule.
- D. **Transportation:** If a licensed personnel uses their own automobile for District purposes, they shall be compensated at the IRS rate in effect at the time of use of the automobile. Reimbursement shall occur only upon submission by the licensed personnel of a true statement of date, occasion, identity of the Administration official making the request, and beginning and ending mileage reading.
- E. All out of state travel must have prior board approval. Such approvals will be predicated on an acceptable plan for travel arrangements, parental involvement, chaperones, supervisor, student orientation, and support of the building administrator.

- G. **Extra Work Compensation:** For the purposes of this article, “Extra Work” means work performed outside of a licensed employee’s regular contract days or hours that is requested and approved in advance by the District administration. Extra Work includes, but is not limited to, tutoring, professional development, curriculum development, committee work, and other assignments outside the regular workday.
1. **Pre-Approval Required:** No Extra Work shall be compensated unless it and the estimated hours are pre-approved in writing by the District administration.
 2. **Documentation:** Employees must submit time records or other documentation in a form prescribed by the District in order to receive compensation.
 3. **Tutoring:** Tutoring work performed at the request of the District outside of work hours and pre-approved under this article shall be compensated at time and a half of the hourly rate to account for preparation time. Tutoring assignments are voluntary and may be declined without penalty.
 4. **Professional Rate:** includes, but is not limited to, the creation, revision, alignment, or review of curriculum and instructional materials outside of regular contract hours as well as professional development outside of the regular contract day. When pre-approved, compensation shall be at the current hourly rate.
 5. **Committee or Project Work:** Work on committees, special projects, task forces, or similar assignments outside regular contract hours shall be compensated at BA 1. The scope, expectations, and estimated hours shall be communicated prior to approval.
 6. **Conflict with Regular Duties:** This article does not apply to work required as part of a licensed employee’s regular duties or contract day. Such obligations shall be compensated only through the regular salary schedule unless otherwise specified in this agreement.

Article 19 - Strikes and Lockouts

- A. The Association and its members will not initiate, cause, or participate or join in any strike, work stoppage, slowdown, picketing, or other restriction of work during the term of this Agreement.
- B. There will be no lockout of employees in the unit by the District as a consequence of any dispute arising during the period of this Agreement.

Article 20 - Funding

- A. If the District closes its schools because of a lack of funds, no member of the bargaining unit shall be entitled to any salary or fringe benefits provided in this Agreement while the schools are closed.
- B. This Agreement does not guarantee any level of employment.

Article 21 - Tuition Reimbursement

- A. The District will pay only tuition costs to full-time licensed personnel on contract to the District for upper division or graduate level courses. Undergraduate level courses are eligible for reimbursement only when required for initial licensure and pre-approved by the District. The reimbursement will be at the rates described in Article 21, Section C. The courses for which the reimbursement is paid must meet one of the following requirements:
1. Courses a licensed personnel is required or requested to take by the District;
 2. Courses required by the rules of the Oregon Teacher Standards and Practices Commission that would lead toward licensure;
 3. Courses taken as part of a graduate program approved by that institution;
 4. Courses taken that further the stated goals and objectives of the District;
 5. Courses taken in professional development which will contribute to upgrading and updating of licensed personnel performances;
 6. Certification acquired through successful completion of the appropriate exam as determined by the Teacher Standards and Practices Commission. The fee for the exam for successful candidates will be paid by the District from the allocated tuition reimbursement funds; the exam fee for unsuccessful candidates will not be reimbursed by the District.
- B. In addition to the restrictions contained in Section "A" above, the following requirements must be satisfied by the licensed personnel before reimbursement will occur:
1. The licensed personnel must have obtained prior written approval of the District for the course(s) for which reimbursement is requested;
 2. The licensed personnel must submit an official receipt for the amount of the actual tuition paid. This receipt must be issued by the institution of higher education and cannot include housing or other incidental fees. Should the institution not provide a receipt, an alternative verification may be submitted to the District. The alternative verification of payment may include a canceled check or credit card receipt and must clearly note the actual tuition cost paid;
 3. The licensed personnel must submit a grade report or transcript indicating a "Pass" grade, or a grade of "C" or above; and
 4. Any teacher who chooses to participate in the District's tuition reimbursement program and either resigns or is terminated within two calendar years of receiving such reimbursement, shall be required to repay the District the full amount of any tuition reimbursement received in the previous two calendar years. The District may withhold from the employee's final payroll any amount owed the District under this section. Layoff situations due to budget cuts or reduction in force are exempted from this provision.

- C. During the fiscal year, teachers will be reimbursed a maximum \$4,500 for approved tuition expenses. Prior to June 30 of each year, the District will determine the amount of money remaining in the tuition reimbursement fund (Section D below). If funds remain, reimbursement shall be distributed in the following priority order:
1. First priority shall be given to licensed employees who completed coursework that meets the criteria outlined in Article 21, Section C, but whose reimbursement requests were denied due to failure to follow required procedures.
 2. Any remaining funds shall then be equitably distributed to those teachers with approved but unreimbursed tuition requests, consistent with current practice
- D. The District's maximum liability for providing tuition reimbursement pursuant to "A" above is \$25,000 per year for the duration of this Agreement.
- E. Procedures to apply for tuition reimbursement and to receive payment:
1. Applications for tuition reimbursement need to be approved by District Service Center personnel prior to a teacher beginning the course or courses. This ensures there is necessary funding for the requested reimbursement. Approval consists of a tuition reimbursement form signed by the employee, the employee's principal, and the appropriate District Service Center personnel. Grades and proof of payment need to be received at the District Service Center within three weeks of the date the grade is posted. Approved paperwork will be processed by the District Service Center within two weeks of receipt of grade and payment.
 2. While the normal circumstances are outlined above, the District understands that in some situations this may create a financial hardship, thus preventing the member from taking classes. In these instances, the member may apply to the District for consideration for prepayment. If approved, the District will prepay a maximum of 3 credits per semester. Requests for tuition prepayment must be submitted, using the district form, no less than 14 days prior to the first day of class. If, after receiving prepayment of tuition, the educator is unable to provide evidence of successful completion of the course (grade card or transcript), reimbursement to the District will be in the form of a payroll deduction.
- F. After spring term expenditures have been made, the remaining funds, if any, will be distributed as per Section C, above.
- G. Tuition reimbursement funds not spent under the terms of Sections B, C, and F, above, may, during the same fiscal year, be otherwise utilized to support non-credited professional development activities of the District's licensed staff. Requests for use of funds in this section must be submitted in writing to the District.
- H. An Education Assistance Program may be made available by the District to individuals who are completing a college training program to obtain certification or licensure in a subject or specialty area wherein the District has had difficulty attracting and/or retaining employees. Employees participating in this program will be subject to the terms and conditions of the individual agreements created between themselves and the District which may differ from the conditions lined out elsewhere in this article. Tuition dollars provided to individuals participating in this program shall be considered separate from the monies in Section D of this article and may exceed the limits set forth in Section C.

Article 22 - Miscellaneous

- A. **Publication of Agreement:** There shall be two (2) signed copies of the final Agreement for the purpose of records. One (1) shall be retained by the District and one (1) by the Association. Each party is entitled to make such distribution or publication of all or any part of this Agreement as deemed desirable.
- B. **Definitions:** Except as specifically stated otherwise, "Administration" includes at least the Board, and the following Board designated supervisory employees:
1. Superintendent;
 2. Principals;
 3. Vice-principals;
 4. Directors.

Article 23 - Duration and Termination

- A. This Agreement shall be effective upon the date of execution. It will continue in effect until June 30, 2029. This Agreement, together with all terms, conditions, and effects thereof, shall expire on the date indicated.
- B. Either party wishing to initiate the negotiations of a successor agreement shall notify the other party, in writing, no later than March 15, 2029.
- C. The parties acknowledge that this Agreement concludes all collective bargaining on this contract and that no provision may be opened for bargaining except by mutual consent.
- D. This Agreement is signed this 4th-day of February 2026

In Witness whereof:

For the Association:

For the Board:

President

Chair

Negotiation Chair

Superintendent

Douglas County Bargaining Council Chair

This entire agreement includes:
Contract, pages 1-39
Appendix A – Salary Schedule, 2 pages
Appendix B – Fringe Benefits, 2 pages
Appendix C – Extra Duty Schedules, 4 pages

Appendix A

Salary Schedule

A. The 2026-2027 Licensed Salary Schedule represents a 6% COLA. Thirty credits beyond the Bachelors column or Masters column reflects 30 quarter hours or 20 semester hours.

Years of Experience	Bachelors	Bachelors +30	Masters	Masters +30
1	\$50,303	\$53,067	\$55,989	\$59,204
2	\$51,712	\$54,554	\$57,556	\$60,863
3	\$53,157	\$56,084	\$59,165	\$62,570
4	\$54,645	\$57,648	\$60,821	\$64,321
5	\$56,177	\$59,266	\$62,527	\$66,122
6	\$57,749	\$60,929	\$64,279	\$67,973
7	\$59,366	\$62,631	\$66,076	\$69,877
8	\$61,028	\$64,384	\$67,928	\$71,834
9	\$62,738	\$66,187	\$69,830	\$73,842
10	\$64,496	\$68,046	\$71,786	\$75,911
11	\$66,301	\$69,947	\$73,793	\$78,039
12	\$68,158	\$71,905	\$75,861	\$80,222
13	\$70,068	\$73,919	\$77,985	\$82,469
14	\$72,032	\$75,991	\$80,170	\$84,776
15		\$78,121	\$82,417	\$87,149
16			\$84,727	\$89,592
17				\$92,103

B. The 2027-2028 Licensed Salary Schedule represents a 3%COLA.

Years of Experience	Bachelors	Bachelors +30	Masters	Masters +30
1	\$51,812	\$54,659	\$57,669	\$60,980
2	\$53,263	\$56,191	\$59,283	\$62,689
3	\$54,752	\$57,767	\$60,940	\$64,447
4	\$56,284	\$59,377	\$62,646	\$66,251
5	\$57,862	\$61,044	\$64,403	\$68,106
6	\$59,481	\$62,757	\$66,207	\$70,012
7	\$61,147	\$64,510	\$68,058	\$71,973
8	\$62,859	\$66,316	\$69,966	\$73,989
9	\$64,620	\$68,173	\$71,925	\$76,057
10	\$66,431	\$70,087	\$73,940	\$78,188
11	\$68,290	\$72,045	\$76,007	\$80,380
12	\$70,203	\$74,062	\$78,137	\$82,629
13	\$72,170	\$76,137	\$80,325	\$84,943
14	\$74,193	\$78,271	\$82,575	\$87,319
15		\$80,465	\$84,890	\$89,763
16			\$87,269	\$92,280
17				\$94,866

C. The 2028-2029 Licensed Salary Schedule represents a 3% COLA.

Years of Experience	Bachelors	Bachelors +30	Masters	Masters +30
1	\$53,366	\$56,299	\$59,399	\$62,809
2	\$54,861	\$57,877	\$61,061	\$64,570
3	\$56,395	\$59,500	\$62,768	\$66,380
4	\$57,973	\$61,158	\$64,525	\$68,239
5	\$59,598	\$62,875	\$66,335	\$70,149
6	\$61,265	\$64,640	\$68,193	\$72,112
7	\$62,981	\$66,445	\$70,100	\$74,132
8	\$64,745	\$68,305	\$72,065	\$76,209
9	\$66,559	\$70,218	\$74,083	\$78,339
10	\$68,424	\$72,190	\$76,158	\$80,534
11	\$70,339	\$74,206	\$78,287	\$82,791
12	\$72,309	\$76,284	\$80,481	\$85,108
13	\$74,335	\$78,421	\$82,735	\$87,491
14	\$76,419	\$80,619	\$85,052	\$89,939
15		\$82,879	\$87,437	\$92,456
16			\$89,887	\$95,048
17				\$97,712

D. Full-time special education teachers shall receive an annual stipend of \$3,000 per school year for IEP meetings and planning beyond the normal workday. Less than full time special education teachers shall be paid a pro-rata share of the annual stipend.

E. For the 2029-2030 school year, should a subsequent agreement not be agreed and ratified, status quo will be full steps based on the 2028-2029 salary schedule.

Appendix B

Fringe Benefits

- A. For the 2026-27 school year, and subject to the provisions of Article 20 of this agreement the District agrees to provide up to \$1,655 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$2,090 per month towards the premiums for medical, dental and vision plans.

For the 2027-28 school year, and subject to the provisions of Article 20 of this agreement, the District agrees to provide up to \$1,680 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$2,115 per month towards the premiums for medical, dental and vision plans.

For the 2028-29 school year, and subject to the provisions of Article 20 of this agreement, the District agrees to provide up to \$1,705 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$2,140 per month towards the premiums for medical, dental and vision plans.

The District also agrees that, in conjunction with the District Section 125 plan, effective with the beginning of the insurance year (October 1, 2023) and during open enrollment thereafter, licensed staff, including new staff, eligible for a District premium contribution toward medical, dental, and vision who elect to opt out of insurance, may choose to receive additional pay of \$700 per month. Those electing to receive additional pay will have that pay taxed in accordance with federal and state regulations.

Employees also have the option of having \$700 per month applied to their spouse's out-of-pocket insurance premiums costs if their spouse works for the District. Should the spouse's out of pocket premiums be less than \$700 per month, the remaining balance is considered forfeited and remains the District's to use at its discretion.

Employees who have chosen to opt out the previous insurance year may continue to do so as long as their employment causes them to be eligible for a District contribution toward their insurance premiums.

In addition to section A of Appendix B:

1. A long term disability plan will be available for each eligible bargaining unit member with the employee bearing the cost of that policy.
 2. The District agrees to maintain a Section 125 plan provided there is no additional cost to the District for doing so.
- B. If, at the expiration date of this Agreement, the parties have not realized a successor labor contract, it is expressly understood and agreed to by the parties that the District's obligation toward the cost of insurance premiums for the benefits provided in Section A herein shall not exceed that which was the monthly premium rate in June of the final year of this Agreement.

- C. The Board agrees to provide the above mentioned benefit programs within the underwriting rules and regulations as set forth by the carrier(s) in the Master Contract held by the policy holder.

Appendix C

Extra Duty Schedule

- A. Extra Duty positions are as follows *(let it be noted that an extra preparation period may be given in lieu of a stipend for these extra duty positions, but not both)*:

	High School	Middle School
A	Varsity Football Coach Varsity Basketball Coach Varsity Volleyball Coach Varsity Baseball Coach Varsity Softball Coach Varsity Track Coach Varsity Soccer Coach Varsity Cross Country Coach Varsity Wrestling Coach	
B	JV Football Coach JV Volleyball Coach	
C	All Assistant Coaches JV 2 Coaches	
D	Pep Band Instrumental Music FBLA Advisor Leadership Drama – Full Length Productions FFA Advisor Early College Advisor	Head Football Coach Head Volleyball Coach Head Wrestling Coach Head Basketball Coach Head Track Coach FBLA Advisor
E		All Assistant Coaches
F	Cheerleading – Per Season	FBLA Advisor
G	Annual Advisor ASB Advisor Honor Society Advisor Robotics Advisor	Robotics Advisor Leadership Advisor Cheer- Per Season

B. Extra duty employees will receive their full step for the 2026-2027, 2027-2028 and 2028-2029 school years. The Extra Duty Salary Schedule for 2026-2027 is as follows and represents a 12% increase.

Extra Duty Salary Schedule

2026-2027

	Step 1	Step 2	Step 3	Step 4	Step 5
A	\$5,180	\$5,391	\$5,604	\$5,834	\$6,068
B	\$4,749	\$4,945	\$5,144	\$5,344	\$5,556
C	\$4,321	\$4,492	\$4,674	\$4,862	\$5,058
D	\$3,892	\$4,042	\$4,206	\$4,366	\$4,543
E	\$3,240	\$3,368	\$3,500	\$3,638	\$3,783
F	\$2,807	\$2,919	\$3,035	\$3,158	\$3,285
G	\$2,594	\$2,696	\$2,802	\$2,916	\$3,033

C. The Extra Duty Salary Schedule for 2027-2028 school year is as follows and represents a 3% increase.

Extra Duty Salary Schedule

2027-2028

	Step 1	Step 2	Step 3	Step 4	Step 5
A	\$5,335	\$5,553	\$5,772	\$6,009	\$6,250
B	\$4,891	\$5,093	\$5,298	\$5,504	\$5,723
C	\$4,451	\$4,627	\$4,814	\$5,008	\$5,210
D	\$4,009	\$4,163	\$4,332	\$4,497	\$4,679
E	\$3,337	\$3,469	\$3,605	\$3,747	\$3,896
F	\$2,891	\$3,007	\$3,126	\$3,253	\$3,384
G	\$2,672	\$2,777	\$2,886	\$3,003	\$3,124

- D. The Extra Duty Salary Schedule for 2028-2029 school year is as follows and represents a 3% increase.

Extra Duty Salary Schedule

2028-2029

	Step 1	Step 2	Step 3	Step 4	Step 5
A	\$5,496	\$5,721	\$5,946	\$6,190	\$6,439
B	\$5,039	\$5,247	\$5,458	\$5,670	\$5,895
C	\$4,585	\$4,767	\$4,959	\$5,159	\$5,367
D	\$4,130	\$4,288	\$4,463	\$4,633	\$4,821
E	\$3,438	\$3,573	\$3,714	\$3,860	\$4,014
F	\$2,978	\$3,098	\$3,221	\$3,351	\$3,487
G	\$2,752	\$2,861	\$2,973	\$3,094	\$3,218

- E. Each head and assistant coach of a team sport involved in state playoff competition beyond league playoffs will receive ten percent (10%) of their coaching salary for each additional full week of coaching necessary for state playoff competition. Advisors of extra duty positions that are involved in state or national competitions will receive ten percent (10%) of their extra duty salary for each week they attend a state or national competition.

Compensation resulting from this provision will apply to coaches or advisors for the following activities:

1. Football
2. Volleyball
3. Soccer
4. Basketball
5. Baseball
6. Softball
7. Cross Country
8. Track and Field
9. Wrestling
10. FBLA
11. Robotics
12. Band

F.

SPECIAL PAY SCHEDULE

PAY RATE FOR SPECIAL DUTIES	2026-2029
Dances	\$40.00
Junior/Senior Prom	\$45.00
Middle School Athletic Activity Coverage	\$45.00 per game
High School Athletic Activity Coverage	\$50.00 per game
Van Driver (This compensation shall not be paid to licensed staff members who drive as part of any extra-duty, athletic, stipend-based, classroom, or instructional assignment.)	\$20.00 per hour, from departure of the school site to return of the school site.

G. Extra-duty salaries shall be determined in accordance with Article 18C.



Cooperative Sponsorship Application Form

Form Actions: You Have Already Digitally Signed This Form

Coop Application Form Status and Progression: WORK >>> SUBT >>> DONE

You have already signed this coop application.

Instructions

You've been given access to this online Cooperative Sponsorship Application form in order to indicate your approval by adding your digital signature. If you have any questions, please reach out to your school administrator who sent you the link to this form or contact OSAA Associate Director Melissa Kennedy, melissak@osaa.org or (503) 682-4722 x234.

Next Steps
 1. Review the information on this form.
 2. Input your digital signature near the bottom of the page.

Coop Information - South Umpqua / Days Creek

Activity: Baseball Duration: 1 years School Years: 2025-26 through 2025-26

Reason: This is the reason for creating this cooperative sponsorship. Days Creek low numbers. Unable to field a team.

Practice Location: South Umpqua
 This is where practices will be held.

Contest Location: South Umpqua
 This is where home contests will be held.

Placement

Combined ADM: 338 (Sum of both schools' ADM numbers from the selected starting school year.)
 Coop Classification: 3A (Based on the combined ADM, this coop would compete in this classification.)
 Coop League: 3A-5 (2022-2025) Far West League (The selected league in which this coop will join and compete.)

Host School: South Umpqua
 Classification: 3A, ADM: 291
 League: 3A-5 Far West League

School 2: Days Creek
 Classification: 1A, ADM: 47
 League: 1A-4 Skyline League

League Approval

Cooperative sponsorship applications must obtain approval from the regular league or special district in which the proposed cooperative team will participate.

League/Special District Representative for 3A-5 Far West League

Name: Brannon Smith School: Glide High School
 Email: brannons@glide.k12.or.us Role: AD
 Signature: /Brannon Smith/ Date Decided: 1/21/2026
 Approved?: ✔ Approved
 Comments: --

Host School Information - South Umpqua

Activity Participation - Baseball - South Umpqua

South Umpqua Baseball participants, by school year and grade

Participation	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	3	5	8	13
Current Year	5	7	13	8
Next Year	6	10	8	NA

Superintendent Approval

Superintendent Name: Erika Bare

Signature: /s/ Erika Bare

Date Signed: 1/30/2026

School Enrollment - South Umpqua

Students enrolled at South Umpqua, by school year and grade

Enrollment	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	98	107	105	111
Current Year	102	102	110	94
Next Year	100	105	92	98

School Board Approval - South Umpqua School District 19

Date School Board Approved: 02/04/2026

The school can input this date or you as Superintendent can enter this date.

School 2 Information - Days Creek

Activity Participation - Baseball - Days Creek

Days Creek Baseball participants, by school year and grade

Participation	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	3	2	3	3
Current Year	2	0	1	1
Next Year	0	1	1	4

Superintendent Approval

Superintendent Name: Joe LaFontaine

Signature: /s/ Joe La Fontaine

Date Signed: 1/13/2026

School Enrollment - Days Creek

Students enrolled at Days Creek, by school year and grade

Enrollment	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	14	13	16	17
Current Year	16	14	17	18
Next Year	14	17	18	20

School Board Approval - Douglas County School District 15

Date School Board Approved: 01/12/2026

The school can input this date or you as Superintendent can enter this date.