

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

NESTUCCA VALLEY SCHOOL DISTRICT NO. 101

AND

NESTUCCA AREA EDUCATION ASSOCIATION

EFFECTIVE

JULY 1, 2025

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## PREAMBLE

This Agreement is entered into between the Board of Directors of Nestucca Valley School District No. 101, hereinafter referred to as "District", and the teachers of Nestucca Valley School District No. 101 as members of the Nestucca Area Education Association, hereinafter referred to as "Teachers" or "Association."

The intent of this Agreement is to set forth and record herein the basic and full agreement between the parties on those matters pertaining to wages, hours and conditions of employment for teaching personnel.

## ARTICLE 1 - RECOGNITION

The Board recognizes the Association as the exclusive representative with respect to wages, hours and conditions of employment for all employees of the District who are required, as a condition of employment, to possess an academic certificate, license, degree or the equivalent, issued by the State of Oregon, an institution of higher education or a professional society, excluding substitute teachers, supervisory and confidential employees.

## ARTICLE 2 - DISTRICT RIGHTS AND RESPONSIBILITIES

The District, on its own behalf and on behalf of the electors of the District, retains unto itself all powers, rights and authority, duties and responsibilities conferred upon and invested in it by the laws and Constitution of the State of Oregon. Such power, rights, authority, duties and responsibilities shall include but are not limited to:

1. The executive management and administrative control of the school system and its properties and facilities.
2. The hiring of all employees and, subject to this Agreement, to determine their qualifications and the conditions for their continued employment, as well as the right to assign and transfer employees to meet the needs of the District.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices shall be limited only by the specific terms of this Agreement.

## ARTICLE 3 - ASSOCIATION RIGHTS AND PRIVILEGES

- A. Release Time for Meetings. Whenever any representatives of the Association or any teacher are required by the District to participate during working hours in negotiations, grievance proceedings, District-approved conferences or District committee meetings, the teacher will suffer no loss of pay.
- B. Mail Facilities and Mail Boxes. The Association shall have the right to use the interschool mail facilities, school-based email, and school mail boxes as it deems necessary. There is no expectation of privacy with the use of district mail or email.
- C. Use of School Facilities and Equipment.
  1. The Association shall have the right to transact official Association business or hold meetings on school District property at reasonable times and by permission of the

- building principal. Such business shall not interfere with classes or other normal school operations.
2. The Association shall have the right to use school equipment or facilities at reasonable times when the same are not otherwise in use. The Association agrees to pay a reasonable charge where special service is required and to pay the cost of all materials and supplies furnished by the District.
  3. The Association shall have the right to post notices of activities and matters of membership interest on teacher bulletin boards in each building and administration building.
- D. The District will provide the Association President with a copy of the entire Board Packet, except where such disclosure would violate state or federal law. Excluded items and the basis for exclusion will be identified in writing and provided with the packet.
- E. The Association will be permitted meeting time after staff meetings. Such meeting time will normally be limited to not more than ten (10) minutes, and will not affect student contact time.

#### ARTICLE 4 - RIGHTS OF PROFESSIONAL EMPLOYEES

- A. Organizing. Teachers shall have the right to organize, join and assist the Association and to participate in professional negotiations with the District through representatives of their own choosing. The District will advise all newly hired teachers that the Association is their exclusive bargaining representative and it will provide them with a copy of this Agreement.
- B. Right of Representation. If, during a meeting between a teacher and an administrator, the teacher feels that the meeting becomes disciplinary in nature, the teacher shall have the right to call in another teacher or an Association member. If any written record of the meeting is made by an administrator, a copy shall be provided to the teacher.
- C. Required Meetings or Hearings. Whenever a teacher is required to appear before the Superintendent, Board, or any committee concerning any matter which could adversely affect the continuation of that teacher's position, then the teacher shall be given prior written or emailed notice of the meeting. The notice will advise the teacher of the right to obtain union representation. In the event a meeting is called for the purpose of gathering information which may be used to discipline a teacher (i.e., an "investigatory meeting"), the teacher will be afforded sufficient time, but not more than five (5) working days, to secure appropriate representation from the Association or legal counsel to advise and represent the teacher during such meeting.
- D. Preparation Time and Building Schedules.
1. Administration shall provide each member of the bargaining unit 210 minutes of duty-free, uninterrupted preparation time per week during student contact time, with a daily minimum of 15 continuous minutes of teacher-directed preparation time.
  2. A minimum of 50% of the time available during staff development days that occur during the student school year will be set aside for teachers to use for curriculum implementation, planning, team and staff meetings.

3. Building Schedules will be determined annually in as collaborative a manner as possible between building administration and building Association leadership. Schedules will prioritize the instructional needs of students and take into consideration the need for required core academics, the number of preparations for each teacher, and the need for preparation time.

E. Class Size.

Whenever possible, classroom sizes or student cohorts shall not exceed the maximum threshold listed below. Cohort is defined as the instructed group within one class period. When a class size needs to exceed these thresholds, the teacher in said classroom shall be compensated accordingly:

1. Elementary School: Teachers shall be compensated at the rate of \$24 per additional student per month when classroom sizes rise above the maximum threshold below:
  - a. K- Grade 1: 23 per class
  - b. Grades 2-3: 25 per classroom
  - c. Grades 4-5: 28 per classroom
2. Middle and High School: If a teacher's average daily student contact exceeds a daily average of thirty (30) students per cohort, the teacher shall be compensated at the rate of \$24 per student per month in which student contact exceeds that average.
3. Calculations will be made in early June, and payment will be made in pay period 12 (June 20).
4. Special Education: The District shall assign students to case managers in a way that best serves students and provides for a positive work balance for staff. Caseloads will be monitored/reviewed at least annually and shall be distributed as equitably as possible across the District. Determination of equitable distribution shall take into consideration both case counts and the level of need for each student served.
5. A teacher may request to meet with the District and an Association Representative any time the size or composition of their class becomes a concern to the teacher, in an effort to look for possible interventions.

F. Student Supervision.

1. Licensed staff are required to participate in three evening duties per work year, as stated below:
  - a. K8 Staff will participate in and/or supervise open house and both K8 music concerts.
  - b. 9-12 Staff will participate in and/or supervise open house, and 2 other work duties listed below:
    - i. Any K-12 Concert
    - ii. Fall Play
    - iii. Spring Musical
    - iv. Board Meeting

- v. Town Hall
- 2. To compensate for the 3 hours working after contractual hours, administration shall grant the teacher a minimum of 3 hours of comp time at each principal's choosing to be used on a scheduled student noncontract day.
- G. Special Needs Students. No teacher as part of his/her regular duties shall be required to change diapers or perform medical procedures beyond first aid, unless such has been expressly bargained with the Association.
- H. Teacher Discipline. No teacher shall be disciplined without just cause. This provision does not apply to non-renewal of probationary contracts, decisions to renew or not to renew extra-duty contracts and dismissal of probationary teachers.
- I. Personal Life. The personal life and activities of an educator are not an appropriate concern of the District except where it may be documented that it prevents the educator from properly performing assigned functions during the workday.
- J. Nondiscrimination. The Association and the District shall not discriminate against any teacher covered by this Agreement because of membership or non-membership status in the Association. The Association and the District agree that they shall not discriminate or harass on any basis.

The district prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual's perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status of any other persons with whom the individual associates. The district prohibits discrimination and harassment in, but not limited to, employment, assignment and promotion of personnel; educational opportunities and services offered to students; student assignment to schools and classes; student discipline; location and use of facilities; educational offerings and materials; and accommodating the public at public meetings. The Board encourages staff to improve human relations within the schools, to respect all individuals and to establish channels through which patrons can communicate their concerns to the administration and the Board. The Board directs the superintendent to designate the district's civil rights coordinator and make contact information available to staff, students and parents. The superintendent shall appoint individuals at the district to contact on issues concerning the Americans with Disabilities Act and Americans with Disabilities Act Amendments Act (ADA), Section 504 of the Rehabilitation Act, Titles VI and VII of the Civil Rights Act, Title IX of the Education Amendments, and other civil rights or discrimination issues, and notify students, parents, and staff with their names, office addresses, and phone numbers. The district will publish complaint procedures providing for prompt and equitable resolution of complaints from students, employees and the public, and such procedures will be available at the district's administrative office and available on the home page of the district's website. The district prohibits retaliation and discrimination against an individual who has opposed any discrimination act or practice; because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating,

threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

Despite potential changes to state or federal law, the district shall continue these protections against workplace discrimination.

- K. Academic Freedom. When presenting controversial materials which are related to course content and state standards, the teacher will have the academic freedom necessary to present the different aspects of the controversy, in a balanced manner.

## ARTICLE 5 - ASSIGNMENTS, VACANCIES AND TRANSFERS

### A. Definitions:

1. Substitute teacher means any teacher who is employed to take the place of a probationary or contract teacher who is temporarily absent.
2. Temporary teacher means a teacher employed to fill a position designated as temporary or experimental or to fill a vacancy that occurs after the start of the school year.
3. Vacancy is an opening due to resignation or termination of a district employee or creation of a new position. Vacancies may occur as full-time positions or part-time positions that may be filled as additional duties for current employees.
4. Prep Duty Positions are part-time vacancies that would require a teacher to take additional duties during scheduled planning time. The District will attempt to fill that position before asking any teacher to give up their preparation time.

### B. Teacher Assignments.

1. If at all possible, all teachers will be given notice of their class and/or subject assignments, building assignments and room assignments for the forthcoming year not later than the last class teaching day of the school year. Notice of assignments to new teachers will be provided as soon as practical. Notice of any subsequent changes will be given as soon as possible.
2. In the event that changes in such class and/ or subject assignments, building assignments or room assignments are proposed after the last class teaching day of the school year, the Association and all teachers affected will be notified promptly by an administrator or representative. Should the teacher request a meeting with the Superintendent or administrator relative to this change in assignment, the teacher may have a representative of the local Association present.

### C. Transfers.

1. Teachers desiring change in full or part time grade and/or subject assignments or who desire to transfer to another building may file a written statement of such desire with the Superintendent by April 1 of each year. Such statement will include the grade and/or subject to which the teacher desires to be transferred in order of preference.
2. If a teacher's request for a voluntary transfer to a vacancy has been denied, the teacher will, upon request, receive a written explanation of the reason(s) from the

Superintendent or designee. In the event of an involuntary transfer, the teacher will be provided the opportunity to discuss the proposed change with their administrator. At the request of the teacher, the District will provide reasons for the involuntary transfer in writing.

3. In making such assignments, the District will take into consideration the employee's length of service in the District, prior teaching assignments in the District, and any special training and/or educational preparation for the assignment.
4. Teachers who are reassigned to a new building or room will receive three (3) days' pay at their per diem rate.

D. Vacancies.

1. The Association president will be notified by the District of any licensed vacancy as it occurs. Any position openings in the District will be described by written notice in an email to all employees and displayed in appropriate locations in the school buildings during the school year and during summer recess. Postings will be made at least ten (10) calendar days before the closing of the open position.
2. Current bargaining unit teachers wishing to fill a posted vacancy shall submit an application to the District. Bargaining unit employees who meet the licensure requirements for the position will be granted an interview. If a bargaining unit applicant is not hired for the position the Superintendent shall, upon written request, meet with the applicant to discuss the reasons they were not hired for the position. In-district and out-of-district applicants will receive equal consideration in the application and interview process.
3. In the event a vacancy occurs that can be filled as an added responsibility for current employees, an expedited process shall be implemented. Any such opening shall be posted in appropriate locations in the school buildings for a minimum of three (3) calendar days. Teachers wishing to fill such position shall notify the District during the posting period.

## ARTICLE 6 - PAYROLL DEDUCTIONS

- A. Ten (10) working days prior to the first dues deduction of the school year, and then for any employee who becomes a member of the Association after the start of the school year, the Association shall notify the District of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues to be deducted from each. In addition, the Association shall provide a formal letter from the OEA Membership Department that confirms that OEA possesses sufficient documentation of dues deduction authorization for those members. Upon request by the District, the Association shall make available to the District for review the documented proof of dues deduction authorization for employees. The Association shall also notify the District when a bargaining unit member should no longer have dues deducted and provide the signed authorization to stop dues deductions. The District shall enact dues deduction changes on the pay period following a notification.
- B. Deductions for teachers who join the Association after the commencement of school shall be appropriately prorated so that payments will be completed by the final regular salary payment for the school year.

- C. Dues deductions shall be remitted to OEA and the Local within ten (10) working days following the deduction. The remittances will include an electronic database with the name of each employee from whom deductions were made, the amount of the deductions, and the employee's birthday.
- D. By November 1 of each year, the District shall provide to the OEA an electronic database of each employee in the bargaining unit (both active members and non-members) that includes the first date of service, FTE, classification or title, PERS classification, worksite, position on the salary schedule and residential address. Whenever a new employee is hired into the bargaining unit, the District shall provide the above information within thirty (30) days of hire.
- E. The District shall promptly notify the OEA Membership Specialist of an employee in the bargaining unit who has been placed on an unpaid leave of absence, retires, is laid off, resigns, or changes their name.
- F. Indemnification. The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or judgments against the district concerning the dues deductions procedures outlined in this agreement. The Association's obligations are contingent upon the District: 1) giving the Association at least two-week's notice, in writing, of any claim; 2) and fully cooperating with the Association and its designated counsel in the defense of the claim. The Association's obligation does not extend to criminal allegations. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event the District wishes to use its own attorney, the District will pay the fees and costs of said attorney.

## ARTICLE 7 - PROFESSIONAL COMPENSATION

### A. Teacher Salary Schedule.

1. The professional compensation for teachers employed by the District is set forth in Appendix A.

For the 2024-2025 contract year, all rates in the salary schedule shall be increased by 9% over the rates paid in the 2023-2024 contract year. In addition, a new Step 20 will be added to each column, with the same step increment as the previous step.

- B. Work Year: The work year for bargaining unit employees shall consist of 190 paid days in SY 2025-26. SY 2026-27 & SY 2027-28 contract days to be determine at salary reopener, scheduled for spring of 2026. Paid days are as follows:

1. Student Contact Days - 163 for K-8; 164 for HS
2. In-service Days - 2

District-wide federal, state, and district required trainings that occur prior to the start of the student school year.

3. Professional Development Days - 6 (48 Hours)

Administration planned activities that focus on improving instructional strategies and

allows time for teachers to work on implementing those strategies in their classrooms.

4. Teacher Work Days - 6

Days without students that are used for grading, record-keeping and teacher driven activities (time to work in classrooms and in teams as desired).

5. Professional Learning Days – 4 during SY 2025-26. SY 2026-27 & SY 2027-28 to be determined at salary reopener, scheduled for spring of 2026.

6. Conference Compensation Day – 1 (K-8 Only)

Eight hours off in exchange for conducting Parent-Teacher conferences after the regular work day.

7. Holidays - 8

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day

C. Extra Duty Compensation. Extra Duty/Additional Days shall be paid at a rate equal to the hourly rate of the employee.

D. Compensation for professional and/or curriculum development and driver's education scheduled outside the work day or adopted calendar will be paid at BA/BS step 1.

E. Stipend positions will be paid per the Stipend Schedule - Appendix B.

F. Prep Duty Compensation:

1. Prep Duty Positions –Are part time vacancies that would require a teacher to take on additional duties during their scheduled planning time for a consistent and identified period of time. The District will attempt to fill such positions before asking any teacher to give up their preparation time.

Compensation- Members shall receive additional compensation at their hourly rate of pay. Position hours will be totaled to the closest quarter hour. Total position hours will be calculated and be paid out via a stipend contract.

2. Ad Hoc Supervision During Preparation Time- These are instances when a member agrees to supervise students during their regularly scheduled preparation period, as necessary or needed. Administrators will make every reasonable effort to assign coverage duties equitably. However, an equal distribution of coverage assignments is not guaranteed.

Compensation- Members shall receive additional compensation at their hourly rate of pay. Members must record this time on their monthly timesheets. For each quarter hour of supervision during preparation time, a corresponding quarter hour of compensation shall accrue.

G. Payday and Pay Options.

1. Payday shall be on the 20th of each month unless it falls on a week end or holiday. In those events, pay day will fall on the previous work day.

2. Employees will be paid on a 12-month schedule with paychecks for July and August being issued by June 30<sup>th</sup>.
- H. Length of Workday. The maximum workday for teachers shall be an 8-hour day inclusive of a one-half hour duty-free lunch break.
- I. Horizontal Movement.
1. Horizontal advancement on the salary schedule shall be granted when an employee has earned sufficient college coursework. For advancement on or after July 1, 2019, credits must be completed after employment with the District, at a graduate level and must be reasonably related to the educator's instructional assignment or to a field of study normally included in the public school curriculum.
  2. When verification of completed coursework has been provided to the District by official grade slips or transcript, such advancement shall occur only twice during a school year, the first prior to October 1 and the second prior to February 1.
- J. School Closure. Teachers shall not be required to work on days when students are not required to attend due to inclement weather. Teacher pay will not be reduced for such missed days, but the Board may reschedule any lost days without any additional pay to employees.
- K. New Educators: Newly-hired educators will be placed on the salary schedule in the column and step commensurate with their degree and years of experience.

## ARTICLE 8 - INSURANCE

- A. Employee Insurance Benefits. The District shall contribute funds toward medical, dental, and vision coverage as follows for eligible employees and their eligible dependents. All insurance program benefits will be available to employees. Spouses/domestic partners, and dependent children may utilize the benefits eligible employees utilize.
- B. District Plan Selection. The NAEA and OSEA Associations shall collaborate with the District in making the selection of medical, dental and vision plans offered each subsequent year prior to June 1 of each school year. Plan selections will be shared with all staff during the Open Enrollment period.
- C. Group Health Reimbursement Arrangement. The selected medical plan shall be supplemented by a Group Health Reimbursement Arrangement (HRA). Members enrolled in the district medical plan shall participate in the District sponsored group HRA. Group HRA reimbursements are available only for qualifying expenses that are described in the offered plans' certificates of coverage and which are applied to the health plans' in-network maximum out of pocket limit including deductible, coinsurance and medical costs. Reimbursements are only available for qualifying expenses incurred while the employee is enrolled in the district medical plan.

No reimbursements will be available for qualifying expense reimbursement until the employee or spouse and/or dependents have satisfied their portion of the medical plan deductible. Expenses are incurred when care is provided rather than when the enrollee is billed or payment for the service is made.

Domestic partners and children of domestic partners who are not also the child(ren) of the employee are not eligible for FSA, HSA, or HRA benefits under IRS rules and employees must pay the imputed value for any premiums paid by the district for domestic partners and children of domestic partners who are not also the child(ren) of the employee.

The Group HRA may need to change as the needs of the employees and district change, and must be adjusted when OEGB plan designs change.

- D. Eligibility. Licensed employees who have an FTE between 1.0 and 0.75 will pay no out of pocket for premiums, unless they elect a dental or vision plan identified as having an additional monthly payment to be made by payroll deduction.

Licensed employees with an FTE of 0.5 to 0.749 are eligible for district contributions to the medical plan as outlined below:

1. District Contribution: The District agrees to contribute 90% of the applicable tiered rate cost of the district medical plan, for eligible part-time licensed employees, each month.
2. Employee Contribution: Eligible part-time licensed employees will be responsible for contributing the remaining 10% of the applicable tiered rate cost of the district medical plan and any dental or vision coverage they elect during enrollment.
3. Tiered Rate: The District's 90% contribution will apply to the specific tier for which the eligible part-time employee is enrolled. The district medical plan includes a tiered rate structure, including the following categories:

Employee Only	Employee + Spouse or Domestic Partner
Employee + Child(ren)	Family

Employees with 20 or more years of cumulative licensed service to the district will receive the full insurance cap regardless of FTE.

- E. The Association shall collaborate with the District in making the selection of plans offered prior to June 1 of each school year.
- F. Retirees who meet the requirements set out by the District's medical-dental-vision carrier will be allowed to participate in the District's plan at a tiered rate (at their own expense), as a self-pay Early Retiree. Retirees who are eligible for Medicare will be permitted to participate in the District's plans only to the extent permitted by OEGB rules.
- G. Employees who select the OEGB high deductible health plan shall have the difference between the monthly District contribution and the actual monthly premium deposited in a Health Savings Account, up to the limits permitted by law.
- H. The District will make available a Cafeteria Plan to all employees for eligible medical and dependent care expenses. Employees participating in these plans will be permitted the maximum allowable salary reduction for these programs.
- I. In the event an employee is eligible to waive coverage of the District's insurance plan, per OEGB guidelines, employees may elect to opt out of the plan. Employees who opt out

of the District insurance plan will receive from the District an amount equal to 40% of the Moda 5 Family Tier premium rate, regardless of the employee's tier eligibility, upon supplying proof of OEBB accepted medical coverage. Employees may elect to have this amount either deposited into a Section 125 plan or a Health Retirement Account (HRA). Eligible part time employees shall have the same opportunity prorated, depending upon the employment level.

A progressive increase, of the amount an employee will receive, for waiving the District insurance plan will be offered as follows.

- a. Year one opt-out- 40% of the Moda 5 Family Tier rate from the District.
- b. Year two opt-out 45% of the Moda 5 Family Tier rate from the District.
- c. Year three opt-out and all other consecutive years 50% of the Moda 5 Family Tier rate from the District.

An interruption in consecutive opt-out years will result in the member starting the time vested over. Each year employees must sign an "Employee Health Insurance Opt-Out Form," declaring how they intend to deposit their money. This Opt-Out form will also monitor how many years, vested, the employee has been in the Opt-Out system in order to track the progressive increase. Enrollment in Medicare makes individuals ineligible for Opt-Out incentives.

J. Mid-Year Terminations: Insurance coverage for employees termed midyear will cease at the end of the month following the month in which their separation occurs.

K. Early Retirement Incentives

- a. Eligibility: Early Retirement will be made available to any member of the bargaining unit who retires from the District after at least twenty (20) years of service to the District.
- b. Incentives: Any member eligible for this early retirement benefit shall receive each month District payment toward any retiree insurance plan available through OEBB. The amount of such payment shall be equal to the single-coverage rate of the lowest-cost HDHP.
- c. Notification: The employee shall give the District written notice of his/her intent to retire sixty (60) calendar days prior to retirement.
- d. Payment: Any additional amount owed by the employee utilizing this incentive, will be paid to the District via check by the 20th of the month for benefits the following month. Coverage begins in October of each year, payment for October is due by September 20th. If the employee falls behind in payments by more than one (1) month, the District may provide notification of cancellation of this coverage.
- e. Duration: The monthly payment by the District will cease under the following circumstances:
  - i. Retiree obtains health insurance coverage through a government or employer plan;

- ii. When the retiree resumes participation in the Public Employee's Retirement System in any employment capacity;
- iii. When the District has made sixty (60) payments under this incentive plan;  
or
- iv. When the retiree reaches age 65 or perishes.

## ARTICLE 9 - LEAVES OF ABSENCE

- A. Sick Leave. The District will provide each teacher at least ten days or one day per month sick leave each year, whichever is greater, in accordance with ORS 332.507. In accordance with changes to the school work week, a day of sick leave represents eight (8) hours when used in accrual or deductions to an employee's sick leave account. In instances of using a fraction of a day's sick leave, it will be charged in increments of one-quarter (1/4) hour. The Superintendent shall be responsible for control of abuse on the sick leave privilege. After four (4) consecutive days' absence, employees may be required to furnish a certificate issued by a licensed physician or other satisfactory evidence of illness to the Superintendent.
- B. Sick Leave Bank.
1. Eligibility and Conditions: Any teacher may, at his/her discretion, donate not more than four (4) days of his/her accumulated sick leave to a fellow teacher who has exhausted his/her own sick leave due to personal illness or injury. No more than thirty-five (35) days of sick leave may be donated to a single recipient during any given school year.
  2. Procedure: In the event a teacher's absence is expected to exceed the teacher's sick leave balance, the District will advise the Association President (or designee). The Association may then solicit sick leave donations on the teacher's behalf. All donations shall come from currently accumulated sick leave of the donor and donated sick leave days shall be re-accumulated by the donor at the usual rate as specified by this Agreement. The donor and the recipient shall have no more than five (5) working days following the recipient's return to work to notify the Business office of the requested sick leave transfer on forms provided by the District.
  3. No Other Forms of Transferable Leave: No other forms of leave are transferable under this Agreement.
- C. Personal Leave. Each teacher may use two school days per year (non-accumulative) when required to transact personal business that cannot be handled at any time other than a school day. No specific reason is required. Personal leave must be requested in writing at least 24 hours in advance (can be waived in case of emergency) and be approved by the Building Principal.
- Up to two days' pay at the established substitute's rate will be paid to any teacher for any personal leave day(s) not used during a contract year. This amount shall be included in the teacher's last salary check for the school year.
- D. Bereavement Leave.
1. Upon the death of an immediate family member, the teacher shall be entitled to a maximum of five days' bereavement leave, to run concurrently with Oregon Family

Leave Act (OFLA). Immediate family includes spouse, children (including step, foster and adopted), parents, grandparents, grandchildren, brother, sister, brother-in-law or sister-in-law, mother-in-law or father-in-law, stepmother or stepfather, stepbrother or stepsister. A maximum of one day of the five days shall be available for use as bereavement leave for relationships other than those listed. Bereavement leave shall not be cumulative from one school year to the next. Additional non-paid days may be granted by the Superintendent on an individual basis.

2. In addition, the District shall comply with the Oregon Family Leave Act (OFLA). Teachers will be permitted to substitute their choice of personal leave and/or sick leave for the unpaid leave provided under OFLA.
3. The District shall annually establish and fund a bereavement leave pool of ten days. The Association will administer the use of these days. At the Superintendent's discretion, additional days may be added to the pool.

E. Jury Duty Leave. Employees are granted leave with pay to serve on Jury Duty. Employees should respond to a jury summons indicating they will be paid while serving. Employees will keep their mileage reimbursements. If they receive payment for their service and mileage reimbursement, they are required to submit the payment for service to the district along with a copy of the breakdown of the check they received for district documentation. Upon being excused from jury service for the day, an employee shall return to complete his assignment for the remainder of the regular workday, if released before 12:00 P.M.

F. Other Federal and State Leaves. The district will administer the Federal Family and Medical Leave Act, Oregon Family Leave Act, and Paid Leave Oregon in accordance with statutes and rules. FMLA/OFLA/PLO leave will run concurrently when legally possible.

While on FMLA or OFLA leaves, accrued district paid leave shall be deducted from the employee's available district accrued paid leave in the following order: sick leave first and personal leave second.

While on PLO, the employee must identify if they would like to use their district accrued paid leaves while on PLO. An employee can elect to:

- 1- Use district accrued paid leave to earn 100% of their regular wages when added to their PLO benefit.
- 2- Use district accrued paid leave to earn more than 100% of their regular wages when added to their PLO benefit. Or
- 3- Elect to use no district accrued paid leave while on PLO.

Employees who normally pay a portion of the premiums for their selected medical, vision, dental and/or elective coverage plans via monthly payroll deductions will continue to do so during FMLA/OFLA/PLO leave. Once paid leave is exhausted and no funds are available, these payments are due to the district by the 20<sup>th</sup> of each month. Checks should be made payable to Nestucca Valley School District and sent to the NVSD Fiscal Office.

G. Unpaid Leaves. A leave of absence without pay for up to one year may be granted to an applicant. Additional years may be granted at the discretion of the school board. Applications for unpaid leaves must be submitted no later than April 1 of the year prior to

the leave of absence. Applicants must notify the district by April 1 of the following year of their intent to return.

## ARTICLE 10 - PROFESSIONAL DEVELOPMENT

- A. Professional Dues. Upon receipt of evidence that the teacher has paid the annual dues to the professional organization of their academic field(s), the District will reimburse the teacher up to, but not more than, \$300.
- B. Professional Development. The District will compensate members for tuition reimbursement as follows:
1. Each school year the district will set aside, up to, \$10,500 for members to access for college course tuition reimbursement. The balance of the tuition reimbursement account will never exceed \$15,000.
  2. Each member may be reimbursed up to \$1,500 per school year. The reimbursement can cover college credits and textbooks.
  3. All courses must be approved, by the Superintendent, if the member wishes to seek reimbursement.
  4. Upon completion of the course, the member will provide a copy of their transcripts and a district reimbursement form.
  5. The superintendent can authorize spending the \$1,500 for a member, prior to their completion of the course, if the tuition payment will create a hardship for the member.
  6. All reimbursement requests must be made prior to June 1st, of the current school year.
  7. The District will pay the full cost of tuition for any class or course which it requires a teacher to take.
- C. Professional Improvement and Curriculum Development. The District may provide remuneration and/or expenses to teachers to participate in curriculum development work or professional improvement activities that are presented to and approved by a Principal. The final decision regarding the type and amount of reimbursement rests with the Superintendent.
- D. New Teachers. If the District hires a teacher who is also new to the profession, up to 30 hours of release time shall be granted by the building administrator for the purpose of providing mentoring assistance to the new teacher. This release time may be used to obtain a substitute for either the new teacher or the person providing mentoring assistance.
1. No teacher shall be designated as a mentor teacher unless willing to perform in that role.
  2. Teachers may apply for a mentor teacher position. Applications shall be submitted to the office of the Superintendent.
  3. No mentor teacher shall be assigned more than one beginning teacher annually.

4. The mentor teacher shall be responsible for fulfilling all regular teaching and duty assignments. Service as a mentor teacher is to be regarded as being in addition to, not in lieu of, regular duties and responsibilities.

E. Professional Leave.

1. In addition to the statewide In-Service Day, two days of professional leave with full pay may be authorized by the District for attending educational conferences, meetings, workshops and conducting educational observations. Professional leave shall not be cumulative from one school year to the next.
2. In the event the District requests that a teacher attend a conference, registration costs and accommodation expenses will be paid by the District.

F. Reimbursement of Travel Expenses.

1. Teachers who are required in the course of their work to drive personal automobiles from one District school building to another on a daily basis shall be reimbursed for mileage at the IRS rate in effect at the time. Such rate shall be authorized for use of personal automobiles on field trips or other business of the District. Teachers who voluntarily drive students to school activities, with advance approval of their building principal, shall be compensated at the same rate.
2. The District will pay mileage at the approved IRS rate, registration costs, meals and accommodation expenses for any teacher attending a workshop or conference at the District's request or with District approval if funds are available.

G. Curriculum Collaboration Team. A committee of elected Licensed Teacher representatives [(2 from Elementary (1<-5)/2 from Middle (6-8), and 2 from High School (9-12)] and two elected Classified representatives shall meet with Building Principals and the Superintendent quarterly to review student achievement and behavior data, apply Building level Improvement Plans to a District Improvement Plan, and to determine the schedule of professional development for the school year.

Minutes will be kept at each meeting and shared with all staff, the Board of Directors, and interested parties. Public notice will be made of each meeting and the full staff and community are invited to observe.

The District retains ultimate authority in the finalization of the Continuous Improvement Plan that is to be submitted to Oregon Department of Education.

H. Calendar Committee: The development of the forthcoming school year's calendar will be drafted by the administrative team and two members of the bargaining unit. A member from each district campus will be represented on the committee.

## ARTICLE II - GRIEVANCE PROCEDURES

A. Definitions.

The intent of all grievances is to settle the matter at the lowest level of administration.

1. Grievance: A grievance shall mean a complaint by a teacher or group of teachers:

- a. That there has been to him/her (or them) a violation of this Agreement; or
  - b. School Board or administrative decisions of unfair or inequitable treatment affecting teacher working conditions which shall not be subject to binding arbitration or to an unfair labor practice complaint for breach of contract. They may be appealed up to and including Level Three (Appeals to the Board). The Board's decision is final and binding on all parties.
2. "Grievant" is the person or persons who are presenting the claim.
  3. "Days": The term "days" as used in this Article shall, except where otherwise noted shall refer to business days (Monday through Friday).
  4. "Party in Interest" is either the person or persons making the complaint or the person or persons against whom the complaint is made.
- B. Purpose. The purpose of this procedure is to secure, at the lowest level, an orderly and timely method for solving grievances. Both parties agree that these proceedings should be kept informal and confidential as may be appropriate at any level of the procedure.
- C. General Procedures.
1. These procedures should be processed as rapidly as possible; the number of days indicated for settlement or appeal at each level should be considered a maximum. The time limits can be extended by written mutual consent of the parties involved at any level of the procedures.
  2. 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 at the various steps in order to finish by the end of the school year and avoid, if possible, carrying the process into the summer vacation period or the following school year.
  3. All parties in interest have a right to consultants or representatives of his own choosing at each level of these grievance procedures. This is to be completed within 2 business days or 5 calendar days, whichever is shorter.
  4. There shall be no restraint, interference, discrimination or reprisal exerted on any employee choosing to use these procedures for resolution of grievances, nor shall there be any slowdowns or withholding of services by the grievant for not receiving full satisfaction from the grievance procedure.
  5. Failure at any level of this procedure by the grievant to appeal a grievance to the next level within the specified time limits 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 time limits shall permit the grievant to proceed to the next level.
  6. Each grievance shall have to be initiated within ten days after the occurrence of the cause for the complaint; however, if the grievant did not become aware of the occurrence until a later date, then action shall be initiated within ten days following the first knowledge of the cause. By failing to thus initiate action, the person may be considered to have no reasonable grievance.

7. All documents, communications and records of a grievance will be filed separately from the personnel files.
8. If any member of the teacher's grievance committee is a party in interest to any grievance, he/she should not serve as an official representative in the processing of such a grievance. Furthermore, if a grievance is brought against a district principal or Superintendent, he/she should not serve as an official representative in the process of the grievance. The grievance should be moved to the next level of the grievance procedure in order to avoid any conflict of interest.
9. Every effort will be made by all parties to avoid interruption of classroom and/or other school sponsored activities.
10. Every effort will be made by all parties to avoid the unnecessary involvement of students in the grievance procedure.
11. Each party shall be responsible for their own costs incurred at each level of the grievance procedure.
12. The grievance procedure will not be used while that grievance is under the jurisdiction of the courts, has been submitted to the administrative or judicial process or is pending before the Employment Relations Board.

D. Levels of Grievance.

1. Level One: Informal and Formal Grievance Level.
  - a. The grievant will first discuss his/her grievance with the building principal, either individually or accompanied by a representative, with the objective of resolving the matter informally. If the grievance pertains to the matters outside the scope and supervision of the building Principal, the informal meeting will be held with the Superintendent. The objective of the informal meeting is to resolve the matter informally.
  - b. If the grievant is not satisfied with the disposition of his/her grievance, he/she may file a written formal grievance with the Principal within ten days following the act or condition which is the basis of his/her complaint or, if the grievant had no knowledge of said occurrence at the time it happened, then within ten days of the first such knowledge. If the grievance pertains to matters outside the scope and supervision of the principal, the formal grievance will be filed with the Superintendent.
  - c. The Principal shall communicate his decision in writing *within ten business days* to the grievant. If the grievant is not satisfied with the decision rendered by the Principal (or Superintendent), the grievant must request in writing within 10 business days to move the matter to level Two.
2. Level Two: Superintendent's level.
  - a. The grievant will first discuss the grievance with the Superintendent, either individually or accompanied by a representative, with the objective of resolving the matter informally. Within ten business days, the superintendent will hold a

- hearing with the grievant and the administrator involved, to review the written grievance and the response.
- b. If the grievant is not satisfied with the disposition of the grievance, the grievant may file a written formal grievance with the Superintendent within ten days following the act or condition which is the basis of the complaint, or, if the grievant had no knowledge of said occurrence at the time of its happening, then within ten days of the first such knowledge.
  - c. This complaint shall set forth the contract provision alleged to have been violated, the remedy requested and a brief statement of facts. Superintendent will provide a written response regarding the decision within ten business days.
  - d. The Superintendent shall communicate the decision in writing within ten business days to the grievant. If the grievant is not satisfied with the decision rendered by the Principal (or Superintendent) the grievant must request in writing within 10 business days to move the matter to Level Three. If the Superintendent is a party of interest in the grievance, the grievance will be moved to Level three of the grievance procedure.
3. Level Three: Appeals to the Board.
- a. If the grievant is not satisfied with the decision of the Superintendent, he/she may file a written appeal with the Board within ten business days of the receipt of the Superintendent's decision.
  - b. The appeal shall state the grievant's reasons for appealing the decision of the Superintendent. The appeal shall include the original grievance and the written disposition of the case from the Superintendent.
  - c. Within 15 school days of the receipt of the grievance, the Board shall hear arguments of the Superintendent and the grievant with representation if desired. Within ten business days following the hearing, the Board shall render a decision in writing to all official parties.
4. Level Four: Binding Arbitration.
- a. If, after ten days, the grievant is not satisfied with the disposition of the grievance at Level Three, the grievant may request in writing to the Superintendent that the grievance be submitted to binding arbitration. The Association must concur in writing with this demand for arbitration. Except as otherwise expressly provided in this Agreement, the arbitration hearing will be conducted in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association in effect at the time (hereinafter referred to as the "AAA Rules".)
  - b. Within ten school days after such written notice of submission to arbitration, the Superintendent and the Association will attempt to agree upon an impartial and mutually acceptable arbitrator and obtain a commitment from such arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such commitment within the ten-day period, a request for a list of five arbitrators may be made to the Employment Relations Board by either party. Upon receipt of the list, the parties will flip a coin to determine which party strikes first. Thereafter, the other party will strike one name and the parties will alternate back and forth until one name remains. That person will be selected as the arbitrator.

- c. The arbitrator so selected will confer with the representatives of the Superintendent and the grievant, hold hearings promptly and shall issue a decision not later than 30 days from the date of the close of the hearings under the following conditions:
  - i. The arbitrator shall have no authority except to pass upon alleged violations of the express provisions of this Agreement, as set forth in subsection a, 1, above.
  - ii. The arbitrator shall construe this Agreement in a manner which does not interfere with the exercise of the District's rights and responsibilities, except to the extent that such rights and responsibilities may be expressly limited by the terms of this Agreement.
  - iii. The arbitrator shall have no power or authority to add to, subtract from or modify any of the terms of this Agreement.
- d. The arbitrator's decision shall be in writing and shall set forth findings of fact, reasoning and conclusions on the issue submitted. Copies of the decision shall be submitted to the parties of interest.
- e. The decision of the arbitrator shall be binding upon the parties provided the decision is within the jurisdiction of the arbitrator. The arbitrator's fees and expenses as well as the cost of any hearing room will be borne equally by the Board and the Association. All other costs, including the expenses and compensations of any witness or participant in the arbitration shall be paid by the party calling such witness, requesting such participants or contracting such services.

## ARTICLE 12 - COMPLAINT PROCEDURE

- A. If a complaint is made against a teacher to the administration, such complaint shall be processed under the following circumstances:
  - 1. If an administrator or supervisor intends to make a record in the evaluation report of a complaint received concerning the teacher;
  - 2. If an administrator or supervisor intends to place a record of such complaint in the teacher's personnel file;
  - 3. If the administrator or supervisor intends to take disciplinary action against the employee as the result of a complaint.
- B. Pursuant to Section A, a conference shall be held with the teacher within ten working days after the complaint is made to the administration. At the conference, the teacher will be apprised of the substance of the complaint and the identity of the complainant. The teacher has the right to have a representative present during the conference. Depending upon the nature of the complaint, the administrator may attempt to assist the parties in resolving the complaint or the administrator may choose to investigate the complaint, or both. The administrator may present the complaint verbally or in writing. However if the teacher or teacher's representative requests it, the complaint will be reduced to writing if the administrator has not already done so.
- C. If the teacher wishes to meet with the complainant, the administrator shall attempt to arrange the meeting.

- D. Copies of all written documents produced as a result of the processing of a complaint will be given to the affected teacher. This would include the complaint, any investigation reports, the written resolution or summary and any other similar document.
- E. Any such complaint which the administration chooses not to discuss with the teacher, which is not discussed with the teacher within the required time or which is found to be without merit shall not be considered in the teacher's evaluation, shall not be placed in the teacher's personnel file and shall not be used against the teacher in any subsequent action by the District.
- F. The District will comply with Weingarten rights of representation as interpreted and applied by the Employment Relations Board.
- G. The teacher shall have the right to attach a written statement to any written material placed in the teacher's personnel file.
- H. A meeting will take place within two working days or five calendar days, whichever is shorter.

### ARTICLE 13 - PERSONNEL FILES

- A. All teachers have the right, upon request, to review the content of their own personnel file.
- B. No evaluation document, disciplinary document or complaint will be placed in a teacher's personnel file unless the teacher has been furnished a copy thereof and an opportunity to review the material. Normally, proof that the employee has been given a copy will be obtained by having the employee sign or initial the file copy acknowledging receipt or having the supervisor state on the file copy that the employee has been shown the material and has refused to sign it. The teacher will have the right to submit a written response to such material and his/her response shall be reviewed and acknowledged by the Superintendent and attached to the teacher's file.
- C. Upon mutual agreement between the teacher and the District, employee discipline and the charges which resulted in the discipline shall be considered stale after 36 months, so long as no other discipline for the same type of conduct occurs within that time period. A stale document may not be used to support progressive discipline, non-renewal, non-extension or dismissal.
- D. The original documentation of any oral or written disciplinary action which is subsequently reduced in severity or eliminated through the grievance process or any personnel process may not be placed or retained in the employee's personnel file unless both the District and the employee agree.

### ARTICLE 14 - LAYOFF

- A. The District and the Association recognize and agree on the following job security provisions in the event of a layoff:

This layoff Article shall apply to all releases, layoffs or terminations for reduction in force reasons.

The District shall retain its sole discretion to decide whether a reduction in force shall be undertaken. However, when considering an actual reduction in force, the District will

provide notice to the Association as soon the District knows that a reduction in force is under consideration. The Superintendent will seek input from the licensed staff prior to making any recommendation to the Board.

- B. The Board will determine when a reduction in force is necessary and which programs and teachers will be affected. When the Board determines a layoff is necessary, it will discuss the matter at a regular or special meeting of the Board and will consider such factors and alternatives it deems necessary to arrive at a decision. A layoff may take place under the following conditions:
1. Inability to levy a tax sufficient to provide funds to continue the District's educational programs;
  2. Elimination or adjustment of classes due to an administrative decision;
  3. Other reasons as defined by the Board.

C. Order of Layoff.

1. Where existing members of the bargaining unit cannot be transferred to other positions for which they are licensed through every reasonable effort, the District shall lay off teachers in accordance with ORS 342.934.

D. Recall Procedures.

1. A contract teacher who is recalled shall retain contract status obtained before the layoff under this Article. A probationary teacher who is recalled shall be credited for the number of years taught prior to the layoff for purposes of qualifying for and obtaining contract status.
2. Within fifteen days of notification of the intent to layoff, a teacher will provide written notification to the District of his/her desire to return to the District if recalled. Written notification must also include the teacher's address for recall notification.
3. Employees shall be recalled in the inverse order of layoff, subject to the requirement that the teacher be licensed for the position at the time of recall. If at any time during the 27-month recall period the teacher's certification status changes, it is the teacher's responsibility to so inform the District. Failure to do so will result in the teacher being recalled only to those positions for which he/she was certified at the time of layoff.
4. 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. Any teacher laid off under this Article and qualified as per paragraph 3 above shall have the right of recall for a position for which the person is licensed for a period of 27 months from the date of layoff subject to the following provisions:

Acceptance of Recall. The teacher will have fifteen calendar days from the receipt of notice of recall 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 fifteen days from the date the notice of recall was received or lose all recall rights.

Refusal of Recall. If a teacher refuses recall, that person's recall rights shall not be affected within the 27 months. The person shall remain on the recall list.

Failure to Respond to Recall. Failure to respond within fifteen days from the receipt of notice of recall shall terminate such teacher's employment as a voluntary resignation. An undeliverable letter will be considered a failure to respond.

5. All benefits to which the 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. A teacher will not receive increment credit for the time spent on layoff unless the teacher was employed by an accredited school district as a teacher for a period of time equal to a majority of the District's work year, 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.
  6. Teachers covered by this Article will have the option to continue insurance programs at their own expense once District coverage has expired, subject to the approval of the insurance carrier and the provisions of Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).
  7. Teachers covered by this Article will be given consideration for substitute teaching; such will not affect teacher recall rights.
- E. Board Hearing. A teacher who is laid off may request a hearing before the Board. This meeting will take place at the next regular Board meeting following the request.
- F. Appeal. Any appeal regarding the Board's decision on layoff or recall shall be by arbitration under the rules of the Employment Relations Board. Appeals from multiple reductions may be considered in a single arbitration. The decision of the arbitrator will be final and binding on all interested parties as long as the arbitrator's decision is within his jurisdiction. The arbitrator is authorized to reverse the layoff or recall decisions made by the District only if the District:
1. Exceeded its jurisdiction;
  2. Failed to follow the procedure applicable to the matter before it;
  3. Make a finding or order not supported by substantial evidence in the whole record;
  4. Improperly construed the applicable law.

## ARTICLE 15 - STRIKES AND LOCKOUTS

- A. During the term of this Agreement, the District shall not, as a result of a labor dispute with the Association, lock out any employee covered by the terms of this Agreement. The foregoing shall not be construed to place any limitation or restriction on the District's right to lay off employees.
- B. During the term of this Agreement, the Association or its members will not participate in any strike, slowdown or other concerted activity to include the observance of the picket line of another labor organization on, or access to the school District's property. Notwithstanding the above, the District may also discipline, including discharge any individual employee involved in any of the above-defined

### ARTICLE 16 - TEACHER/DISTRICT LIAISON

A joint committee of equal numbers from the District and from the members of the bargaining unit will be established to provide a more direct and meaningful line of communication between the parties. The members of this committee will act strictly in an advisory capacity. However, problems or conditions that exist in contract or policy interpretation matters and other labor/management issues may be discussed to enhance a two-way flow of information and effective action resulting from group collaboration. A problem is defined by either side. If a problem is brought to the group and if it is resolved, it will be reviewed for approval by the Association and the District.

The committee will meet at mutually agreeable times and places. The frequency of such meetings and the agenda for each meeting will be established by mutual agreement of the members of the committee. The Superintendent and the president of the Association will be responsible for establishing the first committee meeting.

### ARTICLE 17 - GENERAL PROVISIONS

- A. Modifications to Agreement. If the District considers adoption of policy which affects wages, hours, terms, benefits and other working conditions of employment which are not covered by this Agreement and have not been proposed by the Association, the Board shall notify the Association that such changes are being considered. If the Association desires to negotiate on the proposed changes, the Superintendent will be notified within ten days.
- B. Separability. If any provision of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such tribunal, the remainder of the Agreement shall not be affected thereby, and upon the request of either the Board or the Association, the parties shall enter into negotiations for the purpose of attempting to arrive at a mutually satisfactory replacement provision.


### ARTICLE 18 - DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 2025 and shall be binding upon the Board, the Association and the people it represents, and shall remain in full force and effect through June 30, 2028.
- B. It is the intent of both parties to begin negotiation of a successor agreement on or before December 15, 2027.

### EXECUTION/SIGNATURES

Executed this May 19, 2025 at Nestucca Valley School District by the undersigned representatives appointed by each party to represent their interests in negotiating this Agreement.

\_\_\_\_\_  
Board Chairman

  
\_\_\_\_\_  
Union President 5/15/25 17:15 EDT

APPENDIX A – LICENSED STAFF SALARY SCHEDULE

2025-2026 SCHEDULE WITH 0% INCREASE OVER 2024-2025 & ADDED STEP

Step	BA/BS	BA+90/MA	MA+15	MA+30
0	\$ 50,051	\$ 59,852	\$ 61,813	\$ 63,773
1	\$ 51,385	\$ 61,186	\$ 63,147	\$ 65,107
2	\$ 52,719	\$ 62,520	\$ 64,480	\$ 66,441
3	\$ 54,052	\$ 63,853	\$ 65,814	\$ 67,774
4	\$ 54,862	\$ 65,187	\$ 67,148	\$ 69,107
5	\$ 55,685	\$ 66,522	\$ 68,480	\$ 70,441
6	\$ 56,521	\$ 67,854	\$ 69,815	\$ 71,774
7	\$ 57,368	\$ 69,188	\$ 71,148	\$ 73,108
8	\$ 58,229	\$ 70,522	\$ 72,482	\$ 74,443
9	\$ 59,102	\$ 71,855	\$ 73,816	\$ 75,776
10	\$ 59,989	\$ 73,189	\$ 75,149	\$ 77,110
11	\$ 60,888	\$ 74,523	\$ 76,483	\$ 78,443
12	\$ 61,802	\$ 75,855	\$ 77,816	\$ 79,776
13	\$ 62,730	\$ 77,189	\$ 79,149	\$ 81,110
14	\$ 63,670	\$ 78,524	\$ 80,483	\$ 82,444
15	\$ 64,625	\$ 79,857	\$ 81,818	\$ 83,777
16	\$ 65,594	\$ 81,191	\$ 83,151	\$ 85,112
17	\$ 66,578	\$ 82,525	\$ 84,485	\$ 86,444
18	\$ 67,577	\$ 83,762	\$ 85,751	\$ 87,741
19	\$ 68,590	\$ 85,019	\$ 87,038	\$ 89,056
20	\$ 69,619	\$ 86,294	\$ 88,343	\$ 90,392
21	\$ 70,663	\$ 87,588	\$ 89,668	\$ 91,747

2026-2027 SCHEDULE – TO BE NEGOTIATED IN SPRING 2026 REOPENER

2027-2028 SCHEDULE - TO BE NEGOTIATED IN SPRING 2026 REOPENER

## APPENDIX B - STIPEND SCHEDULE 2025-2026

<b>YEAR-ROUND POSITIONS</b>	
HS Athletic Director (\$5,542 Fall, Winter, Spring, \$3,324 Summer)	\$19,950.00
MS Athletic Director	\$3,675.00
HS Music Director	\$6,035.00
HS Publishing (Yearbook)	\$2,360.00
HS Student Council	\$2,360.00
MS Student Council	\$2,360.00
Media Specialist/Librarian	\$2,360.00
K8 Music Director	\$2,360.00
Credit Recovery Advocate	\$1,835.00
9th Grade on Track Team Lead	\$1,835.00
FFA	\$7,085.00
Honor Society	\$1,310.00
<b>FALL POSITIONS</b>	
Fall Drama	\$2,360.00
<b>HIGH SCHOOL</b>	
Rally – Fall Season	\$3,935.00
<b>Football</b>	
Varsity Head	\$6,035.00
Assistant (J.V.)	\$3,935.00
2nd Assistant	\$3,935.00
<b>Volleyball</b>	
Varsity Head	\$6,035.00
Assistant (J.V.)	\$3,935.00
<b>Cross Country</b>	
Head	\$6,035.00
<b>Soccer</b>	
Varsity Head	\$6,035.00
Assistant (J.V.)	\$3,935.00
<b>Speech Session 1</b>	
Speech Head Coach- Session 1	\$3,935.00
Speech Assistant Coach(es)- Session 1	\$1,835.00
<b>MIDDLE SCHOOL</b>	
<b>Football</b>	
8 <sup>th</sup>	\$2,360.00
7 <sup>th</sup> / 6 <sup>th</sup>	\$2,360.00
<b>Volleyball</b>	
8 <sup>th</sup>	\$2,360.00
7 <sup>th</sup> / 6 <sup>th</sup>	\$2,360.00

<i>FALL MIDDLE SCHOOL CONTINUED</i>		
Cross Country		
Head		\$2,360.00
Assistant/ Chaperone		\$1,310.00
<b>WINTER POSITIONS</b>		
<b>HIGH SCHOOL</b>		
Rally – Winter Season		\$3,935.00
Wrestling		
Head		\$6,035.00
Assistant		\$3,935.00
Girls Basketball		
Varsity Head		\$6,035.00
Assistant (JV)		\$3,935.00
Boys Basketball		
Varsity Head		\$6,035.00
Assistant (JV)		\$3,935.00
Speech Session 2		
Speech Head Coach- Session 2		\$3,935.00
Speech Assistant Coach(es)- Session 2		\$1,835.00
<b>MIDDLE SCHOOL</b>		
Girls Basketball		
8 <sup>th</sup>		\$2,360.00
7 <sup>th</sup> /6 <sup>th</sup>		\$2,360.00
Boys Basketball		
8 <sup>th</sup>		\$2,360.00
7 <sup>th</sup> /6 <sup>th</sup>		\$2,360.00
Wrestling		
6 <sup>th</sup> -8 <sup>th</sup>		\$2,360.00
Assistant/Chaperone		\$1,310.00
<b>SPRING POSITIONS</b>		
Assistant Spring Musical Director		\$2,360.00
Spring Musical Director		\$4,200.00
Orchestra Director		\$2,625.00
<b>HIGH SCHOOL</b>		
Track and Field		
Varsity Head		\$6,035.00
Assistant		\$3,935.00
Assistant		\$3,935.00
Baseball		
Varsity Head		\$6,035.00
Assistant (J.V)		\$3,935.00

<i>SPRING POSITIONS CONTINUED</i>	
Softball	
Varsity Head	\$6,035.00
Assistant (J.V)	\$3,935.00
ESports	
Varsity Head	\$2,360.00
MIDDLE SCHOOL	
Track and Field	
Head	\$2,360.00
Assistant	\$2,360.00
Assistant	\$2,360.00
CO-CURRICULAR <i>Grade 1-12 Curriculum</i>	
Outdoor School (up to 48 hours)	\$33.00
DISTRICT- Ad Hoc	
Chaperone (per season)	\$1,310.00
Extended Contract (per week per coach)	\$325.00
Accompanist (Per Event)	
Rehearsal	\$90.00
Performance	\$180.00
Supervisor Approved, Time Sheeted Hours	
Score Clock (Per Varsity Contest or Per Meet)	\$55.00
Middle School Referee	\$55.00
Curriculum Rate (Per Hour)	\$33.00
Driving Reimbursement	
0-100 miles	\$65.00
101-250 MILES	\$115.00
250-500 MILES	\$165.00
If greater than 500 miles, need a fellow driver	