

Collective Bargaining Agreement
between the
Knappa School District No. 4
Education Association
and the
Board of Directors
Of
Knappa School District No. 4
2023-2026

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Preamble

This Agreement is entered into between the Knappa No. 4 Education Association, hereinafter called the "Association," affiliated with the Oregon Education Association, hereinafter called the "OEA," and the National Education Association, hereinafter called the "NEA", and the Board of Directors of Knappa School District No. 4, Clatsop County, Oregon, hereinafter called the "Board" or "District."

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement;

IN CONSIDERATION of the following mutual covenants, it is hereby agreed as follows:

Article 1 • Recognition

- A. The Board recognizes the Knappa #4 Education Association as the exclusive representative on wages, hours and conditions of employment for all licensed educators employed .5 FTE or more by the District. This excludes supervisory, temporary contracted educators employed for fewer than ninety (90) days, and substitute educators as defined by ORS 342.815(8) as "any teacher who is employed to take the place of a probationary or contract teacher who is temporarily absent."
- B. The purpose of this article is to recognize the right of the bargaining agent to represent educators in the bargaining unit in negotiations with the Board. Granting of recognition is not to be construed as obligating the Board in any way to continue any functions or policies. If Board policy contains language which is contrary or inconsistent to the express terms of this Agreement, this Agreement, during its duration, shall control.

Article 2 • Negotiations Procedures

- A. No later than January 31 of the year in which this Agreement expires, either party may give written notice to the other of its intent to begin negotiations for a successor Agreement. Negotiations will commence on a mutually agreed-upon date subsequent to any such timely notice.
- B. This Agreement may not be modified in whole or part by the parties except by an instrument in writing duly executed by both parties. The parties may mutually agree to reopen provisions for bargaining and that such reopened bargaining would be subject to the expedited bargaining process outlined in ORS 243.698.
- C. 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. The Board agrees to print sufficient copies of this Agreement for all employed educators and to distribute a copy to each educator. The Association agrees to provide one (1) camera-ready copy of the negotiated Agreement for reproduction.

Article 3 • Evaluation Procedures

- A. Pursuant to Oregon Revised Statute 342.850, the District shall conduct evaluations of educators based on job descriptions and performance standards with the adopted evaluation policies.
- B. The superintendent and/or administrative designees will collaborate with a committee of KEA's choosing regarding its educator evaluation process. The composition of the committee shall appropriately represent subjects and grade levels. The purpose of the collaboration is to review any concerns of the evaluation process. All changes must be made in accordance to OAR 581-022-2410.
- C. Where deficiencies are identified through the formal observation process and noted in writing in the evaluation documents, an educator may be placed on a program of assistance for improvement. A program of assistance for improvement will be developed by the evaluator in cooperation with the employee. A program of assistance for improvement shall be in writing, in accordance with ORS 342.815 and shall consist of a minimum of 60 school days.
- D. Successful programs of assistance for improvement shall not be placed in personnel files since they are for the specific purpose of improving instruction. Programs of assistance for

improvement are not intended to be punitive in nature. Once a plan of assistance has been completed, the supervisor will place a note on the employee's final evaluation documenting the successful completion.

Article 4 • Grievance Procedure

A. Definitions

1. **Grievance.** A "grievance" is a written claim by an educator, a group of educators, or the Association, based upon an alleged misinterpretation, inequitable application or violation of this Agreement.
2. **Grievant.** The "grievant" is the person, persons, or the Association, who has the grievance and is presenting the complaint.
3. **Party in Interest.** A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
4. **Days.** As used in these procedures means school days, thus excluding weekends and vacation days or legal holidays.

B. Purposes

To resolve potential grievances at the lowest possible level in the chain of administrative responsibility.

C. Guidelines

1. Every effort will be made by all parties to avoid interruption of classroom and/or any other school sponsored activities.
2. Every effort will be made by all parties to avoid the involvement of students in the grievance procedure. Under no circumstances will alleged grievances be communicated in such a way as to be detrimental to the emotional and educational development of students. Information shall be maintained in a professional confidence at all times at all levels by staff and personnel involved. All documents, communications and records of any grievance will be filed in the District office separately from the personnel files.
3. In the event it becomes necessary to hold more than one meeting at any grievance level, no more than five (5) days shall elapse between each meeting.
4. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
5. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by July 1 of that year, and if left unresolved until the beginning of the following school year could result in irreparable harm to a party in interest, the time limits set forth herein may be reduced by mutual agreement of the parties in interest.
6. All meetings and hearings under this procedure shall include only such parties in interest and their designated or selected representatives and witnesses.

7. If a grievance arises from action or inaction on the part of a member of the administration above the level of principal, the grievant person shall submit such grievance in writing to the superintendent and the Association directly and the processing of such grievance will be commenced at Level 2.
8. Grievances must be filed not later than fifteen (15) days after the occurrence of an alleged violation or misapplication of the Agreement, or not later than fifteen (15) days after the grievant knew or had reason to know of the occurrence of the act(s) upon which the grievance is based. Failure to file a grievance within the above timelines shall constitute a waiver of the grievance.
9. 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.

D. Procedures

1. Level One - Principal or Immediate Supervisor

- a. A grievant shall file their grievance in writing with the principal with authority to resolve the grievance, either directly or through the Association's designated representative.
- b. Within five (5) days after receipt of the grievance the principal will meet with the grievant and at the option of the grievant a representative of the Association in an effort to resolve it.
- c. The principal will render a written decision to the grievant(s) and the Association representative within ten (10) days of the Level 1 meeting.

2. Level Two - Superintendent

- a. If the Level One response does not resolve the grievance, the grievant and/or the Association shall, within ten (10) days from receipt of the principal's written response, submit the grievance to the superintendent.
- b. Within ten (10) days after receipt of the grievance the Superintendent will meet with the grievant and, at the option of the grievant, a representative of the Association in an effort to resolve it.
- c. The Superintendent will render a written decision to the grievant(s) and the Association representative within ten (10) days of the Level 2 meeting.

3. Level Three - Board of Directors

- a. If the Level Two response does not resolve the grievance, the grievant and/or the Association shall, within ten (10) days from receipt of the superintendent's written response, submit the grievance to the school board.
- b. Within thirty (30) days after the Board receives the grievance, the Board will meet with the grievant and their representative in an effort to resolve it. The procedures for the meeting will be determined jointly by the District and the Association, and will afford the Association sufficient time to present its case.

- c. The Board will render a decision in writing to the grievant(s) and the Association within twenty (20) days of the Level Three meeting.

4. Level Four - Arbitration

- a. If the Level Three decision does not resolve the grievance, the Association may submit the grievance to binding arbitration twenty (20) days after receipt of the Board's decision. Failure to submit the grievance to binding arbitration within twenty (20) days after receipt of the Board's decision shall constitute termination of the grievance procedure unless the parties mutually agree to extend the time limits.

If any question arises as to whether a particular dispute involves the interpretation, meaning or application of any of the provisions of this Agreement, such question will first be ruled upon by the arbitrator selected to hear the dispute. Except as otherwise expressly provided in this Agreement, the arbitration 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 (10) days after such written notice of submission to arbitration, the Board 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 ten (10) day period, a request for a list of arbitrators may be made to the Employment Relations Board by either party. The parties will then be bound by the AAA Rules in the selection of an arbitrator.
- c. The arbitrator so selected will confer with the representative of the Board and the Association and hold hearings promptly and will issue their decision not later than thirty (30) days from the date of the close of the hearings; or, if oral hearings have been waived, then from the date the final statements and evidence are submitted to him/her. The arbitrator's decision will be in writing and will set forth their findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall be without authority to add to, subtract from, alter or modify this Agreement. The decision of the arbitrator will be submitted to the Board and the Association and will be final and binding upon the parties.
- 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 Board and the Association. All other costs will be borne by the party incurring them.

E. Miscellaneous

1. Teacher and Association

Any grievant person may be represented at all stages of the grievance procedure by themselves or, at their option, by a representative selected or approved by the Association. The Association shall have the right to be present at all stages of the grievance procedure.

2. Group Grievance

If a grievance affects a group or class of educators, such grievance may be submitted in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Two.

3. Written Decisions

Decisions rendered at Level One which are unsatisfactory to the grievant person and all decisions rendered at Levels Two, Three and Four of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association. Decisions rendered at Level Four shall be in accordance with the procedure set forth in Level Four, Section C, of this Article.

4. Reprisals

No reprisals of any kind shall be taken by the Board, the Association or by any member of the administration against any party in interest, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

5. A grievance shall contain at least the following information:

- a. The approximate date of the alleged violation.
- b. A statement of the grievance.
- c. Notification of the contract provision(s) allegedly violated.
- d. The remedy requested.

Article 5 • Complaint Procedure

A. Definition of Complaint

A complaint is any negative remark or criticism filed on an official district form against an educator by a parents or community member with any administrator.

B. Pre-complaint Procedure

Prior to an official complaint being filed against an educator, the complainant will attempt to resolve the concern with the educator directly. The complainant may meet with the educator, have a telephone conversation, or correspond in written form (including email). Either party involved may request administration to be present during the meeting to assist in the facilitation of the conversation. If administration or the educator feels a face to face meeting is not going to be productive or respectful for the parties involved, the administration may waive the requirement for a pre-complaint meeting.

C. Complaint Procedure

If a complaint is made against an employee, a conference with the employee shall be held under the following circumstances:

1. If the evaluating administrator or supervisor intends to make a record in the evaluation report of the complaint or take any disciplinary action against the educator.

2. If the administrator or supervisor intends to place a record of the complaint in the educator's personnel file or take any disciplinary action against the educator.
 3. If, in the administrator's judgment, such complaint is sufficiently relevant to the employee's performance as to indicate the desirability of a conference.
- D. Level I - In compliance with the conditions listed above, the educator will be informed an official complaint has been filed with the administration within three (3) working days of the complaint being filed. A conference between the administrator shall be held with the educator and the educator's representative, if desired, within ten (10) working days after the complaint has been filed. The complainant shall be identified at the discretion of the administration. The complaint shall be made available to the educator, in writing and signed by the complainant, at the time of the conference. The educator may at that time present their evidence and share information with the administrator if they choose.
- Level II - If the complaint is not resolved at Level I, then the educator and the educator's representative, if desired, shall have the right to request a meeting with the complainant and hear the complaint directly. Either the administrator involved or the complainant may decline to have such a meeting. At this time, any unidentified complainants shall be identified.
- E. Any complaint which the administrator or supervisor chooses not to discuss with the educator or is not discussed within the required time shall not be considered in the educator's evaluation, and shall not be used against the employee in any subsequent action by the District or placed in the educator's personnel file.
 - F. Any action as defined in Section B above taken against an employee shall be processed in accordance with Articles 4 and 7.
 - G. The educator has the right to Association representation at all levels.
 - H. No record of any complaint which has been thoroughly investigated and determined to be unfounded or unsubstantiated shall be placed in the educator's personnel file, nor shall the complaint be used as the basis for any subsequent disciplinary action. Any allegation must be substantiated with clear and convincing evidence if disciplinary action is taken or if the complaint or information related to the complaint is entered in the educator's file.
 - I. This article is not intended to supersede State or Federal Statutes regarding child abuse and sexual harassment. Any serious complaint that includes allegations of illegal actions or violations of the law is excluded from the terms of this Article.

Article 6 • Layoff

- A. If layoffs due to a reduction in force become necessary, the District will follow ORS 342.934. The parties have agreed to the following interpretation of the statutory criteria set forth in ORS 342.934.
 1. Districtwide seniority;
 2. "Licensed and qualified" means the educator holds the proper license and endorsement, and (if applicable) is deemed "Highly Qualified" for the position in question.
 3. If the District, in addition to complying with the provisions of this article, elects to consider "competence" as layoff/recall factor, the District will comply with ORS 342.934(9). For the purpose of determining "competence," the parties define the word "recent" and the term "grade level" as follows:

"Recent" means within the past five (5) years.

"Grade Level" means each of the following grade level clusters shall be considered a "grade level": K-6, 4-8, 6-12. For purposes of this section, Title 1, Special Education and Elementary Specialists (music, P.E., counseling) and Teachers on Special Assignment (TOSAs) shall be grouped with the grade level that the particular employee has been teaching.

- B. In the event two or more individuals are tied after application of these criteria, the tie will be broken by drawing lots. The District will make a reasonable effort to give 90 days' notice to individuals of a possible layoff.

If, within 27 months of layoff, a teaching vacancy occurs within the District for which a laid-off educator is qualified, the recall procedure outlined below will be followed:

1. At the time of layoff, the educator may request an Intent to Return Form. The form will include the educator's address for recall notification. In the event of a recall, the District will notify the educator who has expressed a desire to return to the District of the recall, by certified mail, return receipt requested, sent to the last address given by the educator to the District Office.
 2. Educators will have fifteen (15) calendar days from the receipt of a recall notice to notify the District by Certified mail, in writing, of their intent to return to the District within twenty (20) calendar days of the date of recall notice. Twenty-seven months after being laid off and/or failure of the educator to respond to a recall notice within the time herein specified shall terminate such educator's right to recall and all other employment rights with the District.
 3. As vacant teaching positions become available, educators on the recall list who are licensed and qualified for the position will be recalled according to most seniority first.
- C. Subject to the rules and regulations of the carrier, educators may maintain their group insurance coverage, at their own expense, during the twenty-seven (27) month period following the date of their layoff.
 - D. Upon recall, the educator will retain sick leave and years of experience accumulated at the time of layoff.

Article 7 • Rights of Professional Employees

- A. Public employees have the right to form, join and participate in the activities of labor organizations of their own choosing for the purpose of representation and collective bargaining with their public employer on matters concerning employment relations (ORS 243.672).

B. Representation

Whenever any educator is required to appear before an administrator or Board concerning their termination or a disciplinary action, they shall be given prior notice of such meeting and may have a representative of their choosing present. In a meeting involving parents, educators, students, and administration, to discuss or resolve a problem, the educator may request to have a representative present. If, in a subsequent meeting involving the educator and administrator, wherein the District plans to take disciplinary action against the educator, the educator may have a representative of their choosing present.

C. Personnel Files

The official files of all educators are confidential and shall be kept in the District Personnel Office. All materials having to do with job performance added to the personnel files will be initialed and dated by the educator before putting into their file. An educator may attach a rebuttal to materials or add relevant materials of their choosing. If an educator refuses to initial materials, the materials may then be placed in their file. In this case, the administrator will ask a 3rd party to attest by signature the materials were provided to the educator. Items contained in an administrator's working file that are over two (2) years old and which have not been processed according to this Section shall not be used to support any adverse evaluation disciplinary action or non-renewal/dismissal of an educator.

D. Discipline of Educators

The District shall not issue a written reprimand, suspend without pay or reduce in basic compensation any educator without just cause. This provision does not apply to the dismissal or non-renewal of a probationary educator or to the dismissal of a permanent educator to the extent that such matters are governed by the Fair Dismissal Law. This provision also does not apply to personnel on athletic extra duty coaching contracts. Just cause in this Agreement means:

1. The employee is given forewarning or foreknowledge of the possible or probable disciplinary consequences of their conduct. Certain offenses, including, but not limited to, insubordination, coming to work intoxicated, drinking intoxicating beverages on the job, or theft of the property of the District or of fellow employees, are so serious that any employee may properly be expected to know already that such conduct is offensive and punishable.
 2. There will be an investigation conducted fairly and objectively of the charges before any discipline is administered.
 3. The District's rule was reasonably related to a) the orderly, efficient, and safe operation of the District's business; and b) the performance that the District might properly expect of the employee.
 4. The District, before administering discipline to an employee, will determine whether the employee did in fact violate or disobey a rule or order of the District.
 5. The investigation will provide substantial evidence or proof that an employee is guilty as charged.
 6. The penalty will be reasonably related to the seriousness of the offense and the record of the employee in their service with the District.
 7. The District has applied its actions evenhandedly, subject to the provisions of ORS 243.706 (1).
- E. No grade given by an educator shall be changed without the mutual approval of the Superintendent, principal and teacher. If mutual approval is not obtained, the matter may be appealed to the Board whose decision will be final and will not be subject to the grievance procedure. If the decision is to change the grade, the Board will attach a written statement to the student's file indicating that the Board made the change.

Article 8 • Nondiscrimination

- A. The Association and the District agree that they shall not discriminate against any educator covered by this Agreement 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. Further, the parties agree that they shall not discriminate against any educator 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.
- B. The private, religious, or political life of an educator is not within the appropriate concern or attention of the District so long as it does not adversely impact the educator's ability to perform assigned duties.

Article 9 • Educator Assignment

Educators employed by the District during any given year shall be notified in writing of their tentative assignments for the ensuing year by June 1. In the event such tentative assignment is changed after June 1, the educator shall be notified in writing of such change within a reasonable period after the change is made.

Educators newly hired into the bargaining unit prior to the beginning of the school year shall be notified in writing of their tentative assignment as soon as practical.

Article 10 • Vacancies and Transfers

A. Posting and Voluntary Transfers

- 1. As the District declares positions open, the positions will be described by electronic notice and disseminated to all educators. Such notices shall be sent out at least fourteen (14) calendar days prior to the position being regularly filled.
- 2. Educators wishing to fill a posted vacancy or to transfer to another assignment shall make an electronic request to the Superintendent or his designee. The disposition of such requests shall be made and emailed to the affected educator(s) within thirty (30) calendar days of receipt of the initial request. The Superintendent shall, upon request, meet with the educator to discuss reasons for the denial.
- 3. A list of all vacancies which occur from August 1 to September 30 will be emailed. No such vacancy shall be filled within five (5) calendar days of the email notification.
- 4. The President of the bargaining unit shall receive reasonable notice of all position openings in administrative or supervisory positions.

B. Involuntary Transfers

Prior to any final decision to involuntarily transfer an educator, the District will:

- 1. Provide notice of the possible transfer.
- 2. Provide the educator with the opportunity to meet with their administrator regarding the potential new assignment.

3. Provide the educator with the opportunity to meet with the Superintendent to discuss the reasons for the potential transfer.
4. Provide the educator with information regarding all known bargaining unit vacancies at the time the transfer decision is being considered. The educator will be able to indicate a preference of assignment and/or make application for a transfer as outlined in Section A-2 of this Article.
5. At the educator's request, permit Association representation at all meetings regarding the potential involuntary transfer.

C. Miscellaneous Provisions

The District will provide the Association a list of current assignments for all educators by September 30 upon request by the Association President.

Article 11 • Association Rights and Privileges

A. Information

Upon request, the Board agrees to furnish to the Association all ("all" in this reference is defined: "all that is required by state law.") readily available public information necessary for its functioning as exclusive bargaining representative. The Association may be required to pay the cost for materials needed for copies.

B. Released Time for Meetings

Whenever any educator is required by the District to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, they shall suffer no loss in pay.

C. Use of School Buildings

The Association shall have the right of access to school buildings for meetings subject to the same rules and conditions as other school-related organizations, provided there is no interference with the regular school program.

D. Use of School Equipment on School Property

With prior approval, the Association shall have the right to use school facilities and equipment including computers, technology, Wi-Fi, e-mail, copy machines, and all types of audiovisual equipment outside the work day and when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use, and for any repairs necessitated as a result thereof.

E. Bulletin Boards

The Association shall have, in each school building, use of a bulletin board in each faculty lounge.

F. Right to Speak at Meetings

Upon 24-hour notice to the administrator in charge, an Association representative shall be allowed to make brief announcements not to exceed five (5) minutes at the end of any faculty meeting. The Association shall have the opportunity to suggest items for the agenda.

G. Mail Facilities

The Association shall have the privilege of using school mail boxes and inter-school mail facilities, including the use of the District's email system. However, the Association agrees to hold the District harmless against any and all judgments or liabilities which may result from inclusion of this provision in the contract.

H. Exclusive Rights

The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the educators and to no other educator organization, except as required by law.

I. Policy Making

The Board agrees to send the Association President a copy of the monthly School board agenda on Tuesday prior to the meeting.

Article 12 • Payroll Deductions

- A. The District agrees to deduct from the salaries of its regular educators as requested by the educator:
 - 1. Premiums for Board-approved insurance programs.
 - 2. Payments to the educators' credit union.
 - 3. Contributions to the United Fund.
 - 4. Savings bonds and savings plans.
 - 5. Tax-sheltered annuities, provided five (5) or more employees subscribe to the annuity.
- B. The District, upon appropriate authorization of the educator, shall deduct from the salary of any educator and make proper remittance for any other plans or programs mutually agreed to by the District and educators.

Article 13 • Association Dues Deduction

- A. The District agrees to deduct an amount equal to one tenth (1/10) of the dues of the Association, including the OEA and NEA dues each month for ten (10) consecutive months from the pay of each teach who is a member of. the Association, beginning with the paycheck for the month of October. 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. This notification will also include written proof of authorization by the employee. The District shall enact dues deduction changes on the pay period following a written notification.

- B. Along with the monthly dues remittance to OEA, the District shall provide to OEA an electronic database with the name of each employee from whom dues deductions have been made and the amount of deductions.
- C. Every quarter the District shall provide to OEA an electronic database of each employee in the bargaining unit.
- D. 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 the provisions of this Article. The District agrees to notify the Association promptly of any claim and to cooperate with the Association and its designated counsel in the defense of any claim.

Article 14 • Hours and Conditions

- A. Each educators' normal workday shall be eight (8) hours inclusive of a one-half (1/2) hour duty-free lunch period.

The educator may be excused at the discretion of the building administrator for medical/dental or business appointments.

On Fridays, educators shall be excused after the last bus leaves.

- B. Each educator shall be scheduled a duty-free daily preparation period of at least forty-five (45) minutes, thirty (30) minutes shall be continuous, between the scheduled start of the student day and prior to the scheduled end of the student day at their primary building..

If an educator is required by the District to substitute for another educator during their prep period, the substituting educator will be compensated at a rate as established in Article 19.E.

C. Duty Free Lunch

All full-time educators shall be entitled to a duty-free lunch period of not less than thirty (30) minutes. Except in case of emergencies, educators may leave their building for thirty (30) minutes for the lunch period; however, any educator leaving the building must notify the building administrator of their absence.

- D. For duties assigned or approved outside the regular work day, payment amount is gross salary and is subject to all federal, state and local payroll deductions:

Pay	Duty
\$30.00 per event	Chaperoning dances
	Crowd control
	Selling and/or taking tickets
	Timekeeping or assisting the progress of athletic events
	Concessionaires
\$30.00	Chaperone - 1-50 road miles one way
\$35.00	Chaperone - 51-75 road miles one way
\$40.00	Chaperone - 76+ road miles one way

E. Reimbursement for Travel Expense

Educators required in the course of their work to drive personal automobiles shall receive a car allowance at the IRS rate for approved field trips and/or other business of the District.

- F. Special Education Educators will be provided at least five (5) days per year to conduct Special Education Evaluations and paperwork.

Article 15 • Work Year

- A. The educator work year shall consist of 190 days, which will include a maximum of 180 student contact days, a minimum of one in-service day, and three educator work days. The last day of the school calendar shall be a 1/2-day work day. There will be six paid holidays, which include Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, New Year's Day, and Memorial Day.
- B. If schools are closed due to inclement weather, physical plant problems (e.g., power outage) or other such unforeseeable problems, educator attendance will not be required and educator salaries will not be docked. However, the District retains the right to make up all but one such lost days without any additional compensation due the educators where educators will be required to attend. The first sixteen (16) hours of closure (including late start and early release) will not be made up, except as may be required to meet Oregon Department of Education Division 22 Standards.
- C. When educators are required to attend an evening program (i.e., an open house, special programs) the educator is to report the true amount of time spent at the program to their supervisor. The educator will then be credited equal time which can be used when students are not present or there are no other District-required activities. Such time will be accumulative, but must be used before the end of the school year in which is it accumulated. Equal time must have supervisor's prior approval.

Article 16 • Classroom Control and Discipline

- A. The District at the beginning of each school year will provide to each educator a copy of the applicable student discipline procedure adopted by the District.
- B. A student may be removed from a classroom by an educator if the student poses a threat to the physical wellbeing of the educator or other persons in the classroom.

If the educator's immediate supervisor reinstates the student in the educator's classroom, the educator may within ten (10) calendar days appeal the decision to the Superintendent. If the educator wishes to appeal the decision of the Superintendent in a discipline matter, the educator may within ten (10) calendar days appeal to the Board by submitting a written statement and shall upon request be afforded an opportunity to present the educator's position to the Board. The Board's decision shall be final.

Article 17 • Expenses for Workshops/Tuition

- A. There will be a professional development fund of \$7,000, for district staff development, which will be used for professional workshops, conferences, and meetings approved in advance by the educator's supervisor.
- B. Tuition for graduate credit course work (for which graduate credit is granted) will be paid by the District at a rate not to exceed the state college or university selected by the Association. The institution selected shall not change during the term of the Agreement. Tuition will be prorated for part time.

Contract and probationary educators shall be allowed to accumulate three (3) quarter credits or two (2) semester credits per year of service in the District, to a maximum of nine (9)

quarter credits or six (6) semester credits. Tuition reimbursement may be prorated for part time employees based on their FTE.

To be eligible for tuition reimbursement, the graduate credit must be with prior approval of the Superintendent or designee; the graduate credit course work must be taken at an institution of higher education which is accredited by a regional accreditation agency (e.g., Northwest Association of Secondary Schools and Colleges) and the course work must be successfully completed with a passing grade by the educator. Evidence of these conditions must be submitted by the educator prior to reimbursement. Tuition reimbursement will not be granted for credits taken prior to accumulation of credit.

- C. At the sole discretion of the Superintendent, reimbursement for undergraduate credit may be approved. Such approval must be made prior to the starting date of the class for which approval is requested.
- D. With the approval of the Superintendent, credit will be allowed for:

In-Service Workshops (not on school time): educators will receive one (1) credit hour for two (2) full days of time spent, provided no reimbursement is received.
- E. When a licensed employee has earned the right to a higher salary bracket by reason of graduate level academic credit or its equivalent as approved by the Superintendent, the change shall be made effective for the next pay period after receipt by the District of an official transcript or official grade slip, provided it is received at least fifteen (15) calendar days prior to payday.

Article 18 • Insurance and Fringe Benefits

- A. Beginning with the 2021-2022 Insurance Year, the District will provide a Group HRA based on the Moda Plan 5. The District will fund the Group HRA such that the deductible will be \$400 per covered person (\$500 if no PCP360 provider selected), maximum three per family, and the maximum out-of-pocket will be \$3000 per covered person (\$3100 if no PCP360 provider selected), maximum three per family. For the 2023-2024 insurance year, the District shall pay a maximum up to \$1,462 per month. For the 2024-2025 and 2025-2026 insurance years, the District contributions shall be increased by the percent increase in the premium for the Moda Plan 5 (or equivalent) plan, and the employee's choice of dental and vision coverage offered by the District.

Any employee who opts out of medical/dental/vision insurance coverage, based on the rules set forth by the insurance company, shall receive \$640 per month for 2023-2024 as a basic contribution. For each subsequent year of the Agreement, this amount will increase by the percent increase in the premium of the Moda 5 plan. This basic contribution can be used toward dental and vision insurance, Section 125 or taxable income. (See last paragraph Section A.)

The employee's share of the insurance premium will not change even if the District chooses to utilize the tiered rate premium.

Section 125 Plan:

In the event the amount paid by the District for the purchase of insurance for each employee is less than the actual cost of that insurance, then each affected employee shall pay the difference through payroll deduction. The District will make available a Section 125 Plan to allow for before tax deductions of the employee paid insurance premiums.

Any District basic contribution that is not spent on the insurance choices provided to the employee may be used towards eligible insurance premiums offered under the Section 125 Plan. Any remaining District basic contribution not spent on insurance plans will be included in wages as taxable fringe. This amount would then be available to the employee to contribute to their individual 403(b) account if they choose.

- B. Employees newly hired by the Board shall be eligible for District-paid insurance premiums upon acceptance of written application by the insurance carriers on the first day of the month following the month work commenced.
- C. The benefit program(s) identified herein shall be provided only in accordance with the underwriting rules and regulations as set forth by the carrier(s) in the policy (policies) retained by the policyholder.
- D. The District's obligation towards premium payments as provided herein shall cease on the first day of the month following the month in which the eligible employee was no longer employed by the District or prorated for time worked or the termination date of this Agreement, whichever is sooner. Employees who complete their contract obligations for the full contract year shall have benefits terminated on August 31.
- E. Educators retiring after June 30, 2017, and with a minimum of twenty (20) years of certified service to the district shall be paid a one-time severance payment based on their accumulated sick leave days. Up to half of the accumulated days will be paid at a rate of \$50.00 per day, with a maximum payout of \$3,500. Tier 1 and Tier 2 members must decide whether to take the contract benefits or the PERS benefits.

Article 19 • Salary

- A. The Salary Schedule for 2023-2026 is contained in Appendix A and the Extra Duty Schedule for 2023-2026 is contained in Appendix B.
 - 1. The Salary Schedules will increase as follows:
 - a. 2023-2024: 7.8% increase over the 2022-2023 rates
 - b. 2024-2025: 4% increase over the 2023-2024 rates
 - c. 2025-2026: 4% increase over the 2024-2025 rates
 - 2. Extra Duty Schedules will increase as follows:
 - a. 2023-2024: 1% increase over the 2022-2023 rates
 - b. 2024-2025: 2% increase over the 2023-2024 rates
 - c. 2025-2026: 2% increase over the 2024-2025 rates
 - 3. All employees eligible for step advancement will receive one. All employees not eligible for step advancement will receive \$1,465 added to their annual salary. Effective July 1, 2024, employees not eligible for step advancement will receive \$1,510 added to their annual salary. Effective July 1, 2025, employees not eligible for step advancement will receive \$1,555 added to their annual salary.
- B. Employees shall pay the employee contribution to PERS.
- C. Regular paydays for employees covered by this contract shall be paid in twelve (12) equal monthly installments paid on the last Friday of the month, with the exception that the first

salary payment of the school year shall be made on the day educators report for duty during Fall in-service. June and July paychecks will be issued on the last regular work day in June. District payroll calendar will be established and available with District academic calendar.

- D. Adult education, Saturday school and summer school are voluntary teaching assignments. If an educator elects to accept such a voluntary assignment, the educator will be compensated by the amounts stipulated by the funding source for the program. If the compensation amount is left to the discretion of the District, payment shall be as stipulated under Section E, subject to all federal, state and local deductions.
- E. The following assignments, outside the regular school day, will be paid at the current contract rate of MA Step 9. (All professional work, requested by the District, outside of the regular contract day.)

Special Education Educators who attend required Special Education meetings before or after the normal work day will be provided compensatory time off (in lieu of pay) for time spent at such meetings between 7:30 a.m. and 7:45 a.m. and between 3:45 p.m. and 4:00 p.m., and will be paid at the MA Step 9 rate of pay for time spent at such meetings before 7:30 after 4:00 p.m. Compensatory time may be taken at the educator's discretion, provided that the absence will not require a substitute. Every effort will be made to schedule IEP meetings between 7:30 am and 4:00 pm.

- F. Payroll Errors: In the event the District believes that it has overpaid an employee, it will first send a written notice to the employee advising the employee of the amount of the error, the reason for the error, and a suggested repayment schedule. A copy of the notice will be provided to the Union. The suggested repayment schedule shall not require a repayment of more than \$200 per paycheck. The employee will be given three options:
 1. Accept the proposed repayment schedule;
 2. Propose an alternative repayment schedule; or
 3. Reject the repayment schedule.

In the event the parties are unable to agree to a repayment plan, nothing in this agreement prevents the District from seeking a repayment order from the County Circuit Court.

Article 20 • Extra Duty

- A. Extra duty contracts will be offered, in writing, prior to May 15 of the preceding the school year. These contracts, if accepted, shall be returned not later than May 31. Extra duty position openings in the District will be described by written notice and displayed in appropriate locations in each building. Educators new to the District who are to be given extra duty contracts will be given their contracts simultaneously with their teaching contracts, if known.
- B. Payment for extra duty activities that are not full year in length will be added to the employee's paycheck on the first month of the start of the activity. Payments will be divided out for the duration of the activity.

For extra duty activities rendered as a full year assignment, payment will be made monthly over the duration of the activity.

- C. The Superintendent reserves the right to cancel, add or not fill any positions, or the amount or portion thereof, stated in these schedules for extra duty.
- D. The extra duty salary schedule for this contract is contained in Appendix B.
- E. If a high school athletic team's season is extended due to participation in the playoffs or state competition, the participating coaches will receive an additional payment of 2% of the stipend.

Article 21 • Leaves of Absence

A. Sick Leave

Sick leave means absence from duty because of illness or injury of an educator or a member of their immediate family, as defined in Section F of this Article, and shall be allowed at a rate of ten (10) days during each school year. Sick leave in excess of five (5) consecutive days shall be verified upon request of the Superintendent, by certificate of the educator's attending physician or practitioner that illness or injury prevents the educator from working. The educator must work at least one (1) day on the job in the new working year before sick leave credit for the ten (10) days will be given.

Sick leave not taken shall accumulate and may be transferred from other Oregon districts to a maximum of seventy-five (75) days at a rate of not more than ten (10) days per year of employment outside the District after the educator has completed thirty (30) working days in the District. These provisions are not in addition to sick leave outlined in ORS 342.595.

It is understood and agreed that while all ten (10) days provided each school year is "frontloaded" and available from the beginning of the school year, it is actually "earned" one (1) day for each month employed. Thus, if an educator's employment terminates for any reason prior to the end of the contract year, any sick leave paid but "unearned" shall be deducted from the educator's final paycheck.

B. Worker's Compensation

Employees will suffer no loss in pay or benefits as a result of workplace illnesses and injuries, including the first three (3) days absence not compensated by Workers' Compensation payments. If a Worker's Compensation claim is denied, the District may deduct the first three (3) days of absence from the employee's sick leave or pay if the employee has exhausted all sick leave.

After three (3) days, sick leave may be drawn on a pro-rata basis and added to Worker's Compensation benefits for an approved claim. The combined pay shall not exceed the employee's regular net salary.

C. Personal Discretionary Leave

Educators with less than eight (8) years service to the District will receive three (3) days paid personal discretionary leave will be allowed each year. Educators with eight (8) or more years of service to the District will receive four (4) days paid personal discretionary leave each year. 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. Personal discretionary leave days are not accumulative, except that a maximum of one (1) day may be rolled over into the following year. Otherwise, unused personal discretionary leave days will automatically be converted to sick leave on the last working day of each school year (June 30). Once converted, these sick leave days are not retrievable as personal

discretionary leave days. Educators shall receive \$125.00 per day for any unused personal leave that is not converted back to sick leave. Requests for rollover and/or payment of unused personal leave must be received in the business office by May 15.

No more than the following numbers of educators may be gone on personal leave at any one time. Exceptions will be made at the discretion of the building principal.

3 Educators at the Elementary level (K-5)

1 Educators at the Middle School level (6-8)

2 Educators at the High school level (9-12)

D. Family Medical Leave

Pregnancy leave, family medical leave, and parental leave will be administered according to statute ORS Chapter 659.

E. Leave of Absence

Upon approval, leaves of absence may be allowed after seven (7) years in the District for a one (1) year's leave of absence. A maximum of two (2) persons will be eligible for leaves of absence from the District, for one (1) year. Upon return, educators shall retain their seniority held at the time of their leave of absence, all other benefits shall not accrue during this leave of absence.

F. Bereavement Leave

Bereavement leave will follow OFLA guidelines. District will pay up to a maximum of five (5) days for each death in the immediate family during any school year. Definition of immediate family is as follows: Spouse, children, grandchildren or grandparents of the employee or spouse; mother, father, former guardian, brother or sister of the employee or spouse, or any relative who is the resident responsibility of the employee.

G. Jury Duty

Employees summoned for jury duty will be paid their regular salary, less the amount paid the employee by the court, with the exception of mileage fees. The District reserves the right to request the employee be exempted from jury duty if there is an emergency or if it were to create a hardship for the District.

H. Court Duty

Employees subpoenaed for a courtroom appearance having to do with their district employment, will be paid their regular salary, less the amount paid the employee by the requesting party, with the exception of mileage. This would not apply where the individual is appearing as a litigant or witness against the District or where the individual has been charged with a crime.

Article 22 • Sick Leave Donation

- A. Any educator may, at their discretion, donate not more than two days of their accumulated sick leave to a fellow educator who has exhausted their own sick leave to personal illness. This donation is available for absences due to personal illness or injuries that meet the definition of a serious health condition under the Oregon Family Leave Act (OFLA) and/or the Federal Family and Medical Leave Act (FMLA). The total of such donated sick leave

shall not exceed the number of sick leave days accrued by the recipient on the date the illness began, nor shall more than thirty (30) days of sick leave be donated for this purpose to a single recipient during the current school year. The thirty (30) day limit shall be prorated accordingly for part time educators. (Example: a 62.5 percent employee would be eligible for $.625 \times 30 = 18.75$ days of donated sick leave or portion thereof depending upon accumulation at the time the illness began.}

- B. 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 later than five (5) working days after the recipient returns to work to notify the Business Office of the requested sick leave transfer on forms provided by the District.
- C. No other forms of leave are transferable under this Agreement.
- D. 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 the provisions of this Article. The District agrees to notify the Association promptly of any claim and to cooperate with the Association and its designated counsel in the defense of any claim.

Article 23 • General Provisions

A. Separability

In accordance with Oregon law, in the event any words or sections of this Agreement are declared to be invalid by any court of competent jurisdiction, by ruling of the Employment Relations Board, by statute or Constitutional amendment or by the inability of the employer or the employees to perform the terms of the Agreement, then upon request of either party the invalid words or sections of the Agreement shall be reopened for negotiations.

B. Compliance Between Individual Contract and Agreement

Any individual contract between the Board and an individual educator heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

C. Management Rights

The District hereby retains and reserves unto itself all powers, rights, authority and duties, including all rights invested in it by the laws and Constitution of the State of Oregon and the United States. In the exercise of its powers, rights, authority and duties, the District shall be limited only by the express provisions of this Agreement. The Board reserves the right to create, combine, or eliminate any positions as, in its judgment, is deemed necessary.

D. No Strike

During the terms of this Agreement, neither the Association nor its members will participate in a strike, slowdown or withholding or reduction of services against the District. In the event of a violation of this provision by the Association or any of its members, the District may discipline and/or discharge any individual involved in such activities. This provision shall not apply to disputes arising out of bargaining obligations under ORS 243.698 (Expedited Bargaining Process) or 243.702 (Renegotiation of Invalid Provisions) if the District provides notice of intent to unilaterally implement its last offer and the Association thereafter provides

the required ten (10) day notice of intent to strike, as required by the Public Employee Collective Bargaining Act.

E. No Lockout

The District shall not participate in a lockout of members of the Association for the duration of this Agreement.

Article 24 • Duration of Agreement

This Agreement shall be effective July 1, 2023 and shall remain in effect until June 30, 2026, regarding wages, benefits, and contract language. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and opportunity to bargain with respect to wages, hours and other terms and conditions of employment.

IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its President and the Board has caused this Agreement to be signed by its Chairman.

Mike Rathfon

Association President

Cullen R. Bangs

Board Chairman

Aug 3, 2023

Date

Aug 4, 2023

Date

Approved by Board: June 19, 2023

APPENDIX A

2023-24 CERTIFIED SALARY SCHEDULE- 190 DAY

Step	BA+0	BA+15	BA+30	MA+0	MA+15	MA+30	MA+45	MA+60
1	\$42,992	\$44,566	\$46,138	\$49,286	\$50,859	\$52,433	\$54,007	\$55,581
2	\$44,710	\$46,284	\$47,858	\$51,006	\$52,579	\$54,153	\$55,726	\$57,300
3	\$46,432	\$48,004	\$49,578	\$52,726	\$54,299	\$55,873	\$57,447	\$59,019
4	\$48,149	\$49,723	\$51,296	\$54,443	\$56,017	\$57,591	\$59,165	\$60,739
5	\$49,868	\$51,442	\$53,016	\$56,163	\$57,737	\$59,310	\$60,885	\$62,457
6	\$51,589	\$53,163	\$54,735	\$57,883	\$59,456	\$61,030	\$62,604	\$64,178
7	\$53,307	\$54,881	\$56,455	\$59,603	\$61,177	\$62,749	\$64,323	\$65,897
8	\$55,029	\$56,601	\$58,175	\$61,323	\$62,897	\$64,470	\$66,044	\$67,616
9	\$56,748	\$58,321	\$59,894	\$63,041	\$64,615	\$66,189	\$67,763	\$69,337
10	\$58,467	\$60,041	\$61,615	\$64,762	\$66,336	\$67,910	\$69,484	\$71,057
11	\$60,187	\$61,761	\$63,335	\$66,481	\$68,054	\$69,628	\$71,202	\$72,776
12	\$61,905	\$63,479	\$65,053	\$68,201	\$69,776	\$71,350	\$72,921	\$74,496
13	\$63,627	\$65,200	\$66,773	\$69,921	\$71,495	\$73,069	\$74,643	\$76,215
14	\$65,346	\$66,920	\$68,493	\$71,640	\$73,213	\$74,787	\$76,361	\$77,935
15	\$67,066	\$68,639	\$70,213	\$73,360	\$74,934	\$76,508	\$78,082	\$79,656
16				\$75,081	\$76,653	\$78,227	\$79,800	\$81,374
Longevity	\$68,531	\$70,104	\$71,678	\$76,546	\$78,118	\$79,692	\$81,265	\$82,839

2024-25 CERTIFIED SALARY SCHEDULE - 190 DAY

Step	BA+0	BA+15	BA+30	MA+0	MA+15	MA+30	MA+45	MA+60
1	\$44,712	\$46,349	\$47,984	\$51,257	\$52,893	\$54,530	\$56,167	\$57,804
2	\$46,498	\$48,135	\$49,772	\$53,046	\$54,682	\$56,319	\$57,955	\$59,592
3	\$48,289	\$49,924	\$51,561	\$54,835	\$56,471	\$58,108	\$59,745	\$61,380
4	\$50,075	\$51,712	\$53,348	\$56,621	\$58,258	\$59,895	\$61,532	\$63,169
5	\$51,863	\$53,500	\$55,137	\$58,410	\$60,046	\$61,682	\$63,320	\$64,955
6	\$53,653	\$55,290	\$56,924	\$60,198	\$61,834	\$63,471	\$65,108	\$66,745
7	\$55,439	\$57,076	\$58,713	\$61,987	\$63,624	\$65,259	\$66,896	\$68,533
8	\$57,230	\$58,865	\$60,502	\$63,776	\$65,413	\$67,049	\$68,686	\$70,321
9	\$59,018	\$60,654	\$62,290	\$65,563	\$67,200	\$68,837	\$70,474	\$72,110
10	\$60,806	\$62,443	\$64,080	\$67,352	\$68,989	\$70,626	\$72,263	\$73,899
11	\$62,594	\$64,231	\$65,868	\$69,140	\$70,776	\$72,413	\$74,050	\$75,687
12	\$64,381	\$66,018	\$67,655	\$70,929	\$72,567	\$74,204	\$75,838	\$77,476
13	\$66,172	\$67,808	\$69,444	\$72,718	\$74,355	\$75,992	\$77,629	\$79,264
14	\$67,960	\$69,597	\$71,233	\$74,506	\$76,142	\$77,778	\$79,415	\$81,052
15	\$69,749	\$71,385	\$73,022	\$76,294	\$77,931	\$79,568	\$81,205	\$82,842
16				\$78,084	\$79,719	\$81,356	\$82,992	\$84,629
Longevity	\$71,259	\$72,895	\$74,532	\$79,594	\$81,229	\$82,866	\$84,502	\$86,139

APPENDIX A (Cont'd)

2025-26 CERTIFIED SALARY SCHEDULE - 190 DAY

Step	BA+0	BA+15	BA+30	MA+0	MA+15	MA+30	MA+45	MA+60
1	\$46,500	\$48,203	\$49,903	\$53,307	\$55,009	\$56,711	\$58,414	\$60,116
2	\$48,358	\$50,060	\$51,763	\$55,168	\$56,869	\$58,572	\$60,273	\$61,976
3	\$50,221	\$51,921	\$53,623	\$57,028	\$58,730	\$60,432	\$62,135	\$63,835
4	\$52,078	\$53,780	\$55,482	\$58,886	\$60,588	\$62,291	\$63,993	\$65,696
5	\$53,938	\$55,640	\$57,342	\$60,746	\$62,448	\$64,149	\$65,853	\$67,553
6	\$55,799	\$57,502	\$59,201	\$62,606	\$64,307	\$66,010	\$67,712	\$69,415
7	\$57,657	\$59,359	\$61,062	\$64,466	\$66,169	\$67,869	\$69,572	\$71,274
8	\$59,519	\$61,220	\$62,922	\$66,327	\$68,030	\$69,731	\$71,433	\$73,134
9	\$61,379	\$63,080	\$64,782	\$68,186	\$69,888	\$71,590	\$73,293	\$74,994
10	\$63,238	\$64,941	\$66,643	\$70,046	\$71,749	\$73,451	\$75,154	\$76,855
11	\$65,098	\$66,800	\$68,503	\$71,906	\$73,607	\$75,310	\$77,012	\$78,714
12	\$66,956	\$68,659	\$70,361	\$73,766	\$75,470	\$77,172	\$78,872	\$80,575
13	\$68,819	\$70,520	\$72,222	\$75,627	\$77,329	\$79,032	\$80,734	\$82,435
14	\$70,678	\$72,381	\$74,082	\$77,486	\$79,188	\$80,889	\$82,592	\$84,294
15	\$72,539	\$74,240	\$75,943	\$79,346	\$81,048	\$82,751	\$84,453	\$86,156
16				\$81,207	\$82,908	\$84,610	\$86,312	\$88,014
Longevity	\$74,094	\$75,795	\$77,498	\$82,762	\$84,463	\$86,165	\$87,867	\$89,569

APPENDIX B

Knappa School District

Athletic Extra Duty Salary Schedule - 2023-2026

	<u>2023-24</u>	<u>2024-25</u>	<u>2025-26</u>
<u>High School:</u>			
Athletic Director	\$14,656	\$14,949	\$15,248
Head Football, Volleyball, Basketball, Wrestling, Softball, Baseball, Cross Country, Track	\$4,885	\$4,983	\$5,083
<u>High School Assistant Coaches:</u>			
Football, Volleyball, Basketball, Wrestling, Softball, Baseball, Track	\$3,875	\$3,953	\$4,032
<u>Elementary:</u>			
Athletic Director	\$3,468	\$3,537	\$3,608
Middle School Coach per season	\$1,515	\$1,545	\$1,576

Non-Athletic Duty Schedule – 2023-2026

	<u>2023-24</u>	<u>2024-25</u>	<u>2025-26</u>
9th and 10th Grade Advisor (2 people per grade)	\$251	\$256	\$261
11th and 12th Grade Advisor (2 people per grade)	\$501	\$511	\$521
K-12 Choir/Band Music	\$3,008	\$3,068	\$3,129
Head Drama Coach	\$3,008	\$3,068	\$3,129
Student Council	\$1,379	\$1,407	\$1,435
Yearbook Adviser	\$3,615	\$3,687	\$3,761
FBLA Adviser	\$602	\$614	\$626
National Honor Society Adviser	\$1,326	\$1,353	\$1,380
Key Club	\$1,326	\$1,353	\$1,380
Forestry Advisor	\$2,400	\$2,448	\$2,497

Signature: Mike Rathfon
Mike Rathfon (Aug 3, 2023 12:27 PDT)

Email: rathfonm@knappak12.org

Signature: Cullen R. Bangs
Cullen R. Bangs (Aug 4, 2023 15:40 PDT)

Email: bangsc@knappak12.org











2023-2026.Knappa SD-Knappa EA Tentative Agreement.Clean

Final Audit Report

2023-08-04

Created:	2023-07-25
By:	David White (dwhite@chorus.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAASH7STNdksNCtj9DruC0cB2nHPpqwoLq0

"2023-2026.Knappa SD-Knappa EA Tentative Agreement.Clean" History

-  Document created by David White (dwhite@chorus.net)
2023-07-25 - 4:41:19 PM GMT- IP address: 24.21.240.84
-  Document emailed to rathfonm@knappak12.org for signature
2023-07-25 - 4:43:03 PM GMT
-  Email viewed by rathfonm@knappak12.org
2023-08-03 - 7:18:50 PM GMT- IP address: 66.249.84.72
-  New document URL requested by rathfonm@knappak12.org
2023-08-03 - 7:19:16 PM GMT- IP address: 66.154.156.64
-  Signer rathfonm@knappak12.org entered name at signing as Mike Rathfon
2023-08-03 - 7:27:44 PM GMT- IP address: 66.154.156.64
-  Document e-signed by Mike Rathfon (rathfonm@knappak12.org)
Signature Date: 2023-08-03 - 7:27:46 PM GMT - Time Source: server- IP address: 66.154.156.64
-  Document emailed to bangsc@knappak12.org for signature
2023-08-03 - 7:27:48 PM GMT
-  Email viewed by bangsc@knappak12.org
2023-08-03 - 7:27:50 PM GMT- IP address: 72.14.199.7
-  Signer bangsc@knappak12.org entered name at signing as Cullen R. Bangs
2023-08-04 - 10:40:03 PM GMT- IP address: 159.121.202.173
-  Document e-signed by Cullen R. Bangs (bangsc@knappak12.org)
Signature Date: 2023-08-04 - 10:40:05 PM GMT - Time Source: server- IP address: 159.121.202.173

✔ Agreement completed.

2023-08-04 - 10:40:05 PM GMT



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