

OREGON-DAVIS SCHOOLS

July 1, 2018 - June 30, 2019

Master
Teacher Agreement

PREAMBLE

THIS CONTRACT, made and entered into this, 19th, day of November 2018, by and between the Board of School Trustees of the Oregon-Davis School Corporation (hereinafter referred to as the "school employer", "Board" or "Corporation") and Oregon-Davis Classroom Teachers Association (hereinafter referred to as the "school employee organization" or "Association"), being the exclusive representative of the certificated school employees of the Oregon-Davis School Corporation.

Both parties agree that this contract has been reached voluntarily through negotiations between the parties and that all bargainable issues have been dealt with during the negotiations leading to this contract. No additional bargaining on said issues will be conducted on any items during the life of this contract unless so allowed by this contract or by mutual consent of the parties executed in writing.

ARTICLE I-RECOGNITION AND DEFINITIONS

A. RECOGNITION

The Board hereby recognizes, for the period covered by this Contract, the Oregon-Davis Classroom Teachers Association as the exclusive bargaining agent for all certificated personnel as defined by said law except the Superintendent, Assistant Superintendent(s), Principal(s), Assistant Principal(s), Administrative Assistant(s), Athletic Director(s), Certificated Substitute Teachers, Certificated Aide(s), all acting Principal-Teacher position(s) or other supervisory or confidential employees as defined by law. Such exclusive representation shall continue until successfully challenged by another employee organization, as that term is defined by law.

B. DEFINITIONS

1. The term "teacher," when used in this Contract shall mean all certificated personnel included in the bargaining unit.
2. The term "Board" when used in this Contract shall mean the Oregon-Davis School Corporation, its duly authorized officers, representatives, and agents.
3. The term "Association" when used in this Contract shall mean the Oregon Davis Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association its duly authorized officers, representatives, and agents.

ARTICLE II - FAIR PRACTICES

All matters specifically included in this Contract shall supersede any written rules, regulations or policies of the Board, which are directly contrary to or necessarily inconsistent with the expressed terms of this Contract.

ARTICLE III - RIGHTS, RESPONSIBILITY AND AUTHORITY OF BOARD OF EDUCATION

The Association recognizes that the Board has the responsibility and authority to manage and direct in behalf of the public all of the operations and activities of the school district to the full extent authorized by law.

ARTICLE IV - ASSOCIATION RIGHTS

The rights and privileges of the Association and its representatives, as set forth in this Article, shall be granted only to the Association as the executive representative of teachers.

A. Payroll Deduction

1. The Board agrees to deduct from the salaries of teachers who are members of the Association the dues of such Association as teachers voluntarily and individually authorize on prescribed forms.
2. All memberships in the Association are continuing memberships and will continue in effect from year to year unless the member notifies the Association in writing that the member wishes to revoke his/her membership. Any written revocation of membership must be filed between August 15 and September 15 of the year in which the membership is to be cancelled, unless the teacher revoking his/her membership resigns or is dismissed by the Board during the membership year.
3. Dues will be deducted from the consenting teacher's checks in ten (10) equal and consecutive deductions beginning with the second (2nd) pay in the month of October, providing the central office receives notification by October 1.
4. The Board agrees to make deductions for Financial Institution from the salaries of employees. One change may be made by September 30; another change may be made by November 30; a third change may be made by February 1; and a final change may be made by April 30. Deductions will be made each payroll period and shall be forwarded within two (2) working days of that pay day, barring mechanical breakdown, in which case notification to employees will be made.
5. The Board agrees to make deductions for annuities from the salaries of employees. At least twenty (20) percent of the staff must request these deductions before approval may be granted. Employees may make up to two (2) changes in their annuity deductions after the initial deduction at the start of each school year with one (1) change being allowed each semester.
6. Other Payroll Deductions – Upon appropriate written authorization from the

employee, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities, credit union, savings bonds, insurance, or any other plans or programs approved by the parties.

B. Association and Employee Rights

The Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in bargaining for the mutual aid and protection. The Board further agrees that it shall not directly or indirectly discourage, deprive, or coerce any employee in the enjoyment of any rights conferred by this collective bargaining agreement, laws of Indiana, or the Constitutions of Indiana and the United States, or the employee's institution of any grievance, complaint or proceeding under this collective bargaining agreement.

C. No Restriction on Rights

Nothing contained herein shall be construed to deny or restrict to any employee rights the employee may have under the Indiana General School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE V - INSURANCE

A. Health Insurance

1. The corporation agrees to underwrite ninety (90%) percent of the cost of a single plan coverage and eighty (80%) percent of the cost of a family plan coverage.
2. Member contributions for those on twenty-six (26) pays are to be made in twenty-four (24) installments. Those on twenty-one (21) pays shall have eighteen (18) installments. Those on approved non-paid leaves will have the option of keeping the corporation insurance plan at the individual's personal expense.

B. Group Life Insurance

Teachers are eligible to receive group life insurance benefits in an amount of \$50,000 with double indemnity of \$100,000 for accidental death as per insurance policy provisions. The costs of these benefits will be underwritten by the Oregon-Davis School Corporation.

C. Dental and Vision Insurance

1. The Board agrees to pay the cost of single premium per month per employee with any remaining premiums being paid by the employee.
2. Member contributions for those on twenty-six (26) pays are to be made in twenty-four (24) installments. Those on twenty-one (21) pays shall have eighteen (18) installments. Those on approved non-paid leaves will have the option of keeping the corporation insurance plans at the individual's personal expense.

D. Section 125

1. The Benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be as follows;
 - a. Dependent Care. Employee pays administration fee for partici-

- pation through Section 125.
- b. Insurance Premiums
- c. Anticipated Medical Expenses

2. Enrollment dates are August 1-August 31.
3. All employees must either sign willingness to participate or waive their participation rights.
4. All participating employees pay an administrative fee of one (\$1.00) dollar/month for enrollment into Section 125 benefits.

E. Long Term Disability Insurance

Corporation shall provide all teachers with a Board paid Long Term Disability Plan through a mutually agreed upon vendor. The plan shall have a 90 calendar day elimination period.

ARTICLE VI-LEAVES

A teacher who had previously arranged for leave on a day during which schools are subsequently closed or buses are not operated shall not be charged for such leave. All leaves shall be in increments of no less than one-half day.

A. Personal Time Off

1. Teachers shall accrue personal leave at the rate of fourteen (14) days for each year of service in the Oregon Davis Schools, accumulative to a maximum of one hundred fifty-seven (157) days.
2. Planned leaves shall not exceed 4 consecutive days without prior written approval by the Superintendent or their designee.
3. In the event that any teacher shall have accumulated one (1) or more days of sick leave in another corporation of this state, then there shall be added for the second year and each succeeding year of employment in the Oregon-Davis Schools up to five (5) days of sick leave until the number of accumulated days to which the teacher is entitled in the last place of employment shall be exhausted, to the maximum listed in Paragraph A 1.

B. Sick Leave Bank

1. The purpose of the sick leave bank is to relieve its members from undue financial burdens due to absence from work on a long term basis due to illness, injury, or incapacitation.
2. The Sick Leave Bank shall be administered by a Committee of five (5) members -one appointed by the Administration and four by the Association. All terms of service will be two (2) years.
 - a. The entire membership of the Committee shall select one of their members to act as chairperson.
 - b. The Committee shall meet during the school year as needed. Special meetings may be called by the chairperson of at the request of the Committee members.
 - c. In each case, a minimum of three (3) favorable votes by the Sick

Leave Bank Committee is required to grant the use of days from the Sick Leave Bank.

- d. The Committee shall prepare an annual report in conjunction with the Corporation Treasurer of days contributed by each teacher, days used, and days accumulated in the Sick Leave Bank, and distribute this report to the President of the Oregon-Davis Classroom Teachers Association and the Superintendent.
 - e. Requests for use the Sick Leave Bank shall be made in writing to the Committee.
 - f. Requests to donate days shall be made on the official forms provided by the Committee.
 - g. The decision of the Sick Leave Bank Committee shall be final and may not be grieved.
3. The Committee shall use only the following criteria for granting use of the Sick Leave Bank. The applicant must be a current participant in the Sick Leave Bank.
- a. Sick leave and personal leave days previously accumulated by the individual must be exhausted before sick bank days may be granted.
 - b. An eligible teacher, or authorized designee, shall make written application to the Committee for leave under this provision. Said application shall be accompanied by a physician's certificate stating the nature, possible length of absence, and prognosis of the teacher's condition.
4. Eligibility for Use of the Bank:
- a. Any Oregon-Davis School Corporation teacher or administrator who has contributed days is eligible to participate in the Sick Leave Bank.
 - b. Teacher has met criteria in Section 3 above.
 - c. Upon return to work, the teacher shall repay the Sick Leave Bank for days owed (number of days borrowed minus number of days contributed) at the rate of three (3) days per year. If a member retires, resigns, or for other reasons leaves the corporation before repaying the Sick Leave Bank, the debt shall be waived.
5. Composition of the Sick Leave Bank:
- a. The number of days contributed will continue to accumulate until approximately two hundred (200) days are credited to the Sick Leave Bank.
 - b. The annual enrollment period for accepting voluntary membership in the Sick Leave Bank shall be the first thirty (30) days of the school year. The Corporation shall deposit the donated days into the Sick Bank by October 1 and shall provide the Sick Bank Committee with an accounting of the balance of days by October 15.
 - c. The Sick Leave Bank will initially be formed through voluntary participation and by voluntary donations, with written authorization of two (2) full days by participating members. After the first year of membership in the Sick Leave Bank, a teacher need only contribute one (1) personal illness day (if contributions are required) to remain a participating member after withdrawing from membership in the Sick Leave Bank, that teacher shall contribute two (2) days in the first year after returning to membership.
 - d. Sick leave days donated to the Bank by a teacher are considered a permanent contribution to the Bank and may not be withdrawn or transferred to another school corporation.

- e. If, at the start of the school year, there are approximately two hundred (200) days in the Sick Leave Bank, there shall be no contribution except for the repayment of days, contributions by teachers returning to membership, and contributions by new members.
- f. If, at any time, a member of the Sick Leave Bank desires to withdraw from the Bank, he/she shall write a letter to the President of the Association requesting such withdrawal. Upon receipt of the letter, the President shall immediately notify the Superintendent's office of the withdrawal, which will then become effective immediately. The enrollment period at the beginning of the next school year would be the next opportunity for this teacher to rejoin the Bank.
- g. In the event that the total number of days in the Sick Leave Bank should drop below thirty (30) days, each member of the Bank shall be assessed an additional sick leave day in order to rebuild the Bank. If at that time a member has no remaining sick leave days, he/she be exempt from this assessment.
- h. Up to thirty(30) sick leave days may be donated to the Sick Leave Bank by a retiring teacher.

These rules shall be amended only by mutual consent of the Oregon-Davis Board of School Trustees and the ODCTA.

C. Bereavement Leave

1. A teacher will be entitled to be absent without loss of compensation not to exceed five (5) days in the event of the death of a wife, husband, mother, father, sister, brother, son (in-law), daughter (in-law), step-parents, step-children, father-in-law, brother-in-law, mother-in-law, sister-in-law, significant other, or any individual residing in the employee's home. Upon the approval of the Superintendent, a teacher may request an additional two (2) days absence without the loss of compensation.
2. A teacher will be entitled to be absent without loss of compensation not to exceed three (3) days in the event of the death of a grandparent, grand child, and other persons living in the same household.
3. A teacher will be entitled to be absent without loss of compensation not to exceed two (2) day in the event of the death of a teacher's or their spouse's uncle, aunt, niece, nephew, and spouses' grandparents.
4. The entitlement of days above shall be for each qualifying occurrence of death. These days do not have to be consecutive, but must be taken in a reasonable amount of time (2 months and/or reasonable amount of time).

D. Professional Leave

1. Teachers may be granted professional leave by the Superintendent.
2. Teachers on professional leave will receive their daily remuneration while in attendance at these approved meetings.

E. Legal Leave

1. When requested, a teacher may serve on jury duty.
2. The Corporation will pay the teacher the difference between his/her regular daily wage for teaching and the wage received for serving on the jury.
3. Pay vouchers from the jury duty must be presented to the Superintendent's Office so that pay records might be completed.

4. A teacher who, under subpoena, testifies or appears in court during a trial in his/her capacity, as a professional teacher shall be paid his/her regular daily wage for teaching less any witness fee to which the teacher is entitled.

5.

F. Maternity Leave

A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes if she can fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the following;

(1) Any teacher who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall notify the superintendent of the expected length of this leave, including with this notice a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician. The teacher shall confirm the exact return date with the Superintendent within thirty (30) days of the expected return date.

(2) All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certified that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay. However, the teacher may receive compensation for the pregnancy leave pursuant to a collective bargaining agreement or, if the teacher is not represented by an exclusive representative, by board policy IC 20-28-10-5 as added by Acts 1976, P.B. 100 #1; 1977, P.L. 242 #2.]

G. Parental/Adoption Leave

A teacher, upon request, shall be entitled up to one (1) year of parental leave for the primary purpose of child care following the birth or adoption of a child. This leave may be taken without jeopardy to employment status, retirement, and salary benefits, and teacher status, retirement, and salary benefits, and teacher status and seniority rights.

A written request for a parental leave must be submitted in advance of the effective date of said request for leave. The request shall include the expected length of the leave, and except in a situation beyond the control of the teacher, shall be submitted at least thirty (30) days in advance.

In the event both parents of a child are employed by the corporation, only one of the two may be granted maternity or parental leave for the same period of time. This leave shall be used for the primary purpose of care of a child of which the teacher has legal custody, or in case of adoption, when there is temporary custody with intent to secure legal custody.

I. Unpaid Leave of Absence

An unpaid leave of absence of up to one (1) school year may be granted to a teacher upon application. Not more than two (2) teachers of the Oregon-Davis School Corporation shall be eligible in any one (1) school year. Applications shall be submitted for consideration on or before the first regular Board meeting in April

of the school year preceding the leave. Teachers granted such leave (a maximum of (2) two) should inform the Superintendent of Schools of their intention to return on or before May 1st preceding the termination of the school year leave.

J. Substitutes

If a substitute teacher is not available for more than one hour, a regular classroom teacher may substitute requiring forfeiture of his/her preparation period, after the fifth forfeiture in a school year, the teacher will be compensated with a "free" personal day. Teachers may refuse an assignment during their preparation period.

K. Personal Injury

Absence due to injury incurred in the course of the employee's employment shall not be charged against the employee's sick leave days after the first three days of said absence. The Board shall pay to such employee the difference between the employee's salary and benefits received under the Indiana Workers' Compensation Act for the duration of such absence.

L. Association Leave

The Association shall be granted a total of twenty-five (25) days annually without loss of compensation or benefits for use by the Association president or the president's designee(s) to perform work of the Association, including attending the Indiana General Assembly to lobby on matters concerning education. The Association will provide at least 3 school days' notice to the Superintendent or their designee.

M. Military Leave

Military leave shall be granted to any employee who is inducted, enlists, in any branch of the Armed Forces of the United States, who is called to active duty or who is called to service, Upon return from such leave, an employee shall be placed on the salary schedule at the level the employee would have achieved had the employee remained actively employed in the school corporation during the period of the employee's absence. Also, the employee shall receive all rights and benefits that generally accrue to any employee.

ARTICLE VII - GRIEVANCE PROCEDURE

A. 'Grievance' as used in this Agreement is a claim by an employee or the Association that there has been a violation, misinterpretation, or misapplication of a provision(s) of this contract.

B. The prompt resolution of grievances is to be encouraged and the prompt and equitable disposition of any complaint at the lowest possible organizational level is to be desired, long as it is not inconsistent with the terms of this contract.

C. Step One

In the event that an employee or the Association believes there is a basis for a grievance, the employee or the Association shall first discuss the alleged grievance with the building principal, or designee, within twenty (20) days of the time when the grievance should have reasonably known of the alleged violation, either personally or accompanied by an Association representative.

D. Step Two

1. In the event that an employee or the Association believes there is a basis for a grievance, the employee or the Association shall first discuss the al-

leged grievance with the building principal, or designee, within twenty (20) days of the time when the grievance should have reasonably known of the alleged violation, either personally or accompanied by an Association representative.

2. If, after ten (10) school days following the informal discussion with the building principal a grievance still exists, the grievant may invoke the formal grievance procedure through the Association. The grievance may submit in writing to his/her principal a statement of the nature of the grievance, the provision of the contract allegedly violated, the date of the occurrence, and the relief sought. If the grievance involves employees at more than one (1) school building, it may be filed with the Superintendent or the Superintendent's appointed designee. Within five (5) school days of receipt of the grievance, the principal shall meet with the grievance and an Association representative, at a mutually agreeable time, in an effort to resolve the grievance. The principal (or designee) shall indicate his/her disposition of the grievance within five (5) school days after the meeting by reducing his/her decision to writing and returning it to the teacher. A copy of the decision will be sent to the Association representative.

E. Step Three

If the teacher is not satisfied with the disposition of the grievance at Step Two above, he/she then may submit the grievance in writing to the Superintendent within ten (10) school days. The Superintendent, or his/her designated representative, shall meet with the teacher and Association Representative at a mutually agreeable time, within five (5) school days. Within five (5) school days after the meeting, the Superintendent or his/her designee shall indicate in writing his/her decision and forward it to the teacher and Association representative.

F. Step Four

If the teacher is not satisfied with the decision by the Superintendent then the teacher may resubmit the grievance in writing to the School Board by sending it to the Superintendent. The School Board, within two (2) weeks of the filing of the appeal, shall meet with the teacher and the Association representative, if the teacher so elects, and the Superintendent or his/her designee, to review such grievance, unless either party shall request in writing that the meeting take place at a later date, but in no case later than thirty (30) days from the date of appeal in Step Three. The School Board's decision will be given to the teacher and the Association representative if involved, within four (4) school days after the meeting.

ARTICLE VIII - COMPENSATION AND EXPENSES

- A. The regular salary schedules and extra-curricular activity pay schedules for teachers are set forth in the Appendix. Included in the salary schedules is the teacher's three (3%) percent contribution towards the Indiana State Teacher's Retirement Fund (ISTRF) to be paid by the Corporation. **Note:** Each teacher's individual contract will be written excluding this three percent.

1. Salary payments for teachers who teach a full school year shall have the option of receiving:
 - a. 26 equal payments spread over a 12-month period.
 - b. 21 equal payments, with final payment made upon completion of the school year.
2. Pay option choices shall be made in writing to the Corporation Business Office by August 1st, unless employment date is after August 1st and then the

employee must notify the Corporation Business Office prior to the first pay day.

3. Each teacher will receive his/her paycheck every other Friday via direct deposit.
- B. Extra-Curricular Salaries are set forth in the Appendix.
 - C. A teacher who is not provided with a Corporation vehicle and who is authorized by a designee of the Board in writing to use his/her own automobile in pursuance of assigned school duties will be reimbursed at the current IRS approved rate per mile.
 - D. All teachers who are covered by this contract shall receive \$50 per hour for all remediation, tutoring, and summer school classes unless funded by an outside grant or funding source, and if so will be paid according to the grant or outside funding source.
 - E. Teachers who are required to participate in training outside of the contracted 184- days (ex. during summer months) will be compensated at a rate of \$40 per half day or \$80 per day. The administration will make every effort to provide opportunities for teachers to receive CRU or obtain Graduate credit for any training that occurs. (These needed scheduled training days shall be discussed with the OD CTA).
 - F. The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10. This applies only to current employees, NOT to new hires.

ARTICLE IX - RETIREMENT / SEVERANCE BENEFITS

- A. ONGOING 401(a) PLAN. **Note:** ONLY for teachers hired and beginning service on or after January 1, 2006
 1. The Oregon-Davis School Corporation shall contribute five hundred dollars (\$500) annually into a qualified 401(a) plan for each teacher. Contributions shall be made in the month of December.
 2. Employer contributions made on behalf of the employee shall vest with the employee upon completion of five consecutive years of service to OregonDavis.
 3. If an eligible teacher dies before receipt of this benefit, the respective amount shall be paid to the teacher's estate within 30 days of the teacher's death.

B. RETIREMENT INCENTIVE

This benefit is available to bargaining unit members who reach the age of 58 and have completed 15 years of service with the Corporation. It will expire at the end of the 2018-2019 School Year. If a qualifying bargaining unit member notifies the Superintendent's Office by May 1, 2019 of his or her retirement effective at the conclusion of the 2018-2019 School year, he or she is eligible for this early retirement incentive. Upon retirement, the school corporation will agree to pay the entire cost of a single health insurance policy until the bargaining unit member reaches the age of 65. The deposit will be made annually on September 1 into the bargaining unit member's VEBA account.

The incentive will be available until May 1, 2019. No retirements or resignations made after May 1, 2019 will be eligible for this offer. The first three bargaining unit members meeting the above criteria are eligible for this incentive.

C. PREVIOUS RETIREMENT BENEFITS

Bargaining Unit Members hired prior to January 1, 2006, will be governed by the Retirement Buyout language included in Master CBA 2011-2012, 2015-2016. This document is on file with the Association President and the Corporation office for reference.

Board of Trustees
Oregon-Davis School Corporation

Oregon-Davis Classroom
Teachers Association

Heidi Hayes

Shirley Budka

Lawrence

Annette Tierch

April J. M. M. President

Mary Vel co President

APPENDIX A-COMPENSATION MODEL

Pay effective the first day of the school calendar.

There will be no increase in compensation in 2018-2019. The minimum salary will be \$30,571.00 and the maximum will be \$ 52,786.00 FACTORS

1. EDUCATION = 3-10%

- A teacher may not receive more than thirty-three percent (33%) of total compensation from Factor 1 and Factor 2. If the compensation exceeds the thirty-three percent (33%) in combination with the other categories, then Factors 1 and 2 will be reduced proportionally to comply. All documentation for educational moves must be submitted to the Superintendent by August 15th. The Master's Degree shall be defined as a Master's Degree earned in the licensed area of the teacher. The following shows the percentage amount earned for the level of degree.

- o Bachelors + 15 hours = 3%
- o Masters = 7%
- o Masters + 15 hours = 10%

2. EXPERIENCE - 120 DAYS = 20%

- A teacher may not receive more than thirty-three (33%) of total compensation from Factor 1 and Factor 2. If the compensation exceeds the thirty-three percent (33%) in combination with the other categories, then Factors 1 and 2 will be reduced proportionally to comply.

3. EVALUATION = 70%

- Evaluation of Emerging and Ineffective are not eligible for any additional compensation. Teachers earning an Impactful or Effective will receive 70% of the raise factor.

2017-2018

	B.S.	B.S. +10	B.S. +20	B.S. +30/MS	B.S. +40/M.S.
0	30,571.	31,399.	32,224.	33,053.	33,273.
1	31,083.	32,037.	32,997.	33,956.	34,174.
2	31,590.	32,678.	33,765.	34,856.	35,073.
3	32,099.	33,319.	34,534.	35,755.	35,973.
4	32,609.	33,956.	35,306.	36,655.	36,873.
5	33,121.	34,600.	36,075.	37,553.	37,770.
6	33,634.	35,240.	36,843.	38,452.	38,674.
7	34,141.	35,878.	37,615.	39,349.	39,569.
8	34,632.	36,521.	38,387.	40,249.	40,470.
9	35,123.	37,133.	39,156.	41,150.	41,370.
10	35,676	37,749.	39,895.	42,050.	42,270.
11				42,948.	43,166.
12				43,971.	44,191.
13				44,746.	44,967.
14				45,650.	45,867.
15				46,545.	46,765.
16				47,446.	47,666.
17				48,343.	48,561.
18				49,245.	49,464.
19				52,566.	52,786.

THIS TABLE IS FOR INITIAL PLACEMENT PURPOSES ONLY

APPENDIX B – EXTRA CURRICULAR PAYMENT SCHEDULE

Pay effective the first day of the school calendar/season of each respective school year.

A. Academic Coaches/Sponsors	
1. Academic Contest Coach	
a. Jr./Sr. High School	\$1100
b. Elementary	\$700
2. Band/Chorus Director	
a. Band/Chorus Director	\$3000
3. Class Sponsors	
a. 7 th Grade	\$200
b. 8 th Grade	\$200
c. 9 th Grade	\$200
d. 10 th Grade	\$200
e. 11 th Grade	\$1200
f. 12 th Grade	\$1000
4. Concessions	
a. Jr./Sr. High School	\$700
b. Elementary	\$400
5. Drama Director	\$600
6. F.F.A. Sponsor	\$3000
7. Math Club Sponsor	\$400
8. National Honor Society Sponsor	\$500
9. Pep Club Sponsor	
a. High School	\$400
10. Science & Technology Club Sponsor	\$400
11. Language Club Sponsor	\$400
12. Student Council Sponsor	
a. Jr./Sr. High School	\$700
b. Elementary	\$400

13. Yearbook/Newspaper	
a. Jr./Sr. High School	\$1700
b. Elementary	\$500
14. Renaissance	
a. Jr./Sr. High School	\$500
b. Elementary	\$500
15. Assessment/Grant Coordinator	\$1000
16. Media Specialist Coordinator	\$500
B. Athletic Coaches	
1. Cheerleader Sponsor	
a. Varsity/J.V. (Boys/Girls Events)	\$1600
b. 7 th /8 th Grade (Boys/Girls Events)	\$600
c. 5 th /6 th Grade	\$400
2. Boys'/Girls' Cross Country Coaches	
a. Varsity/J.V.	\$2200
b. Junior High (6 th , 7 th , & 8 th)	\$900
3. Boys' Soccer Coaches	
a. Varsity	\$2300
b. J.V./Assistant	\$1200
4. Girls' Soccer Coaches	
a. Varsity	\$2300
b. J.V./Assistant	\$1200
5. Boys'/Girls' Jr. High Soccer Coach (6 th , 7 th , & 8 th Grade)	\$900
6. Girls' Volleyball Coaches	
a. Varsity	\$2700
b. J.V./Assistant	\$1500
c. 8 th Grade	\$600
d. 7 th Grade	\$600
e. 6 th Grade	\$550
7. Boys' Basketball Coaches	
a. Varsity	\$5300
b. J.V./Assistant	\$3100

c. 8 th Grade	\$1300
d. 7 th Grade	\$1300
e. 6 th Grade	\$550
f. 5 th Grade	\$550
8. Girls' Basketball Coaches	
a. Varsity	\$5300
b. J.V./Assistant	\$3100
g. 8 th Grade	\$1300
h. 7 th Grade	\$1300
i. 6 th Grade	\$550
j. 5 th Grade	\$550
9. Boys'/Girls' Track Coach	
a. Varsity & J.V.	\$2400
b. Assistant (Field Events)	\$1200
c. Assistant (Running Events)	\$1200
10. Boys'/Girls' Jr. High Track Coach (6 th , 7 th & 8 th)	\$1100
11. Boys' Golf Coach	
a. Varsity & J.V.	\$2000
12. Girls' Golf Coach	
a. Varsity & J.V.	\$2000
13. Boys' Baseball Coach	
a. Varsity	\$3000
b. Assistant/J.V.	\$1400
14. Boys'/Girls' Varsity Swim Coach	\$3200
15. Boys'/Girls' Jr. High Swim Coach (6 th , 7 th & 8 th)	\$1100
16. Pool Supervisor	\$500

Note: All coaching positions that have student involvement which could warrant a second team for participation, will be considered for a second (A & B Teams) coach at that particular level (with the same pay) by recommendation of the Administration and approval of the School Board.

Extra-curricular assignments will be made in advance, whenever possible (in order to fully support the program and student body involved). However, the contract for coaching will not be awarded, nor honored until the Administration determines that a full team is established and a full schedule of participation is projected for that particular season.

Appendix C

This Memorandum of Understanding, dated October 29, 2018, between the Parties, Oregon-Davis School Corporation (ODSC), Employer and Oregon-Davis Classroom Teachers Association (ODCTA), Exclusive Representative, resolves the issue of funding the Retirement-Severance Buy Out of 2006. Language from the previous collective bargaining agreement pertaining to this is attached.

This MOU involves the following members of the Bargaining Unit represented ODCTA: Jim Ash, Betty Jo Awald, Linda Bajgrowicz, Bonnie Schwenk, Melissa Edwards, Lisa Glennon, Kris Hinds, April Max, Cheryl Minix, Jodi Pucel, Heather Quinn, Maggie Vogel, and Tamara Whitcraft, all hired prior to 2006.

The Parties have reached the following understandings:

This MOU concludes any involvement on the behalf of both parties in the 2006 Retirement-Severance Buy Out.

Accumulated Sick Leave Days have been bought by the Employer, but remain with the Employee through their separation date with the Employer. Upon purchase of the days, the days will have no monetary value.

The Employer will deposit the value of each Employee's Sick Leave Days into a Post Retirement Sick Leave Buyout Account.

The Employer will deposit the value of 25% of the premium for a single insurance policy based on the 2019 rate and future projections for the number of years between the age of 62 and the time the Employee is Medicare eligible into a Post Retirement Sick Leave Buyout Account.

All participants of the 2006 Buy Out are 100% vested. The accounts are the property of and under the control of the individual Employee, upon the signing of this MOU by the Parties. The accounts become portable upon separation of employment, regardless of reason for separation.

The payments will be made to the accounts of each member of the bargaining unit covered by this MOU on December 1, 2018 (33 percent of total), March 1, 2019 (33 percent of total), and no later than February 1, 2020 (34 percent of total).