

Article 7 Employee Work Year

A. Standard Contract

The standard contract year for employees unit members who have been previously employed in the District shall be one hundred eighty six (186) days. The standard contract year for new employees unit members shall be one hundred eighty seven (187) days. Total instructional hours shall not exceed 101.714% (178/175) of the hours required by the state at any level. All days counted by the District toward the state required hours shall be counted toward the instructional hours total.

B. Distribution of Contract

The one hundred-eighty six (186) day contract period shall consist of:

1. One hundred seventy-~~two~~ four (174) (~~172~~) – Pupil Instruction days
These days shall include conference days that are counted toward the total state required instructional hours. Should the District schedule Proficiency Days, which are intended to provide students with opportunities to relearn or reattempt demonstration of knowledge of content standards, such days shall be included within the ~~172~~ 174 pupil instruction days.
2. ~~Three (3) – Pupil instruction days and /or staff development days as determined by the school board.~~ If the District schedules conferences, then the District shall designate one (1) of these days ~~shall be designated~~ as a conference preparation day.
3. Four (4) – Staff development days. In the event the District schedules a second set of conferences, one-half day shall be converted from a staff development to a conference prep day.
4. One (1) – Mid-Year Planning (K-12)
There shall be no required District and/or building staff meetings on this day. Building administration may disseminate a menu of options/topics for unit members to consider. These days are to be unit member directed and utilized by unit members to enter/analyze data, prepare materials and/or lessons, and/or voluntarily meet with other unit members to collaborate.

5. One (1) – Fall pre-instructional work day
This day is to be used by members to prepare classrooms, materials, and lessons. There shall be no required District and/or building staff meetings on this day.
6. One (1) – Summer post-instructional day
This day is to be used by members to put away/organize classrooms, materials, and check out with administration. There shall be no required District and/or building staff meetings on this day.
7. Four (4) – Pupil evaluation and/or course development days
There shall be no required District and/or building staff meetings or duties on these days unless they have been mutually scheduled with the Association. These days are to be member-directed and utilized by members to grade/evaluate student work, enter/analyze data, prepare materials and/or lessons and/or voluntarily meet with other members to collaborate.

C. Calendar Development

Prior to winter break, the calendar committee, including at least three members appointed by the Association, shall establish the employee work year calendars, including the first and last employee contract days and the dates for winter and spring breaks for the following year. The Board shall take action on these dates in the month of February.

The proposed calendars, including instructional, grading, inservice and conference days, shall be given to the Association by April 1, of each year for the purpose of identifying negotiated days and receiving Association recommendations regarding non-negotiated days. The Association shall have at least two (2) weeks to review the calendars prior to adoption by the board.

Calendars for any alternative programs and calendars that operate beyond the regular school year shall be developed with staff involvement and be reviewed by the Association.

D. State Inservice Day

The State Inservice Day shall be a non-contract day. Any teacher directed in writing to attend a conference or workshop, or required to work by an administrator will be compensated in accordance with Article 22(d).

E. Early Release/Late Arrival

Early release and/or late arrival days for students may be designated by the District. These will be used for the purposes of staff development and/or training, application/implementation, collaboration, planning, or collaborative preparation of curriculum/lessons specifically tied to the staff development. One (1) early release/late arrival day per quarter, as well as the 5th Monday in months when there are five late-start Mondays, shall be teacher-led in accordance with the developed building plan and for the purposes described above. Prior to the start of the school year, The Administration and the Association will collaborate to plan the priorities, content and scheduling of these days. In addition, building administrators will create a process for collecting staff input and suggestions as to the content of such days, including opportunities for implementation. On early release days, any planned activities will not start until twenty (20) minutes after student dismissal. On late arrival days, any planned activities will end fifteen (15) minutes prior to the start of school.

Article 22 Employee Compensation

A. Salaries

The basic salaries for the 2017-18, 2018-19 and 2019-20 ~~2014-2015, 2015-2016, and 2016-2017~~ school years shall be set forth in Appendix A. The salary index appears in Appendix B.

Effective July 1, 2014 2017, the ~~2014-2015~~ 2016-2017 base salary schedule shall become the 2017-18 salary schedule. ~~shall increase by 1.5%. An additional step shall be added to each column as set forth in Appendix A. Unit members who were at the top step of a column during 2013-2014 or who were hired at the top step for 2014-15 with more than the equivalent years of experience shall advance to the new top step.~~

Effective July 1, 2015 2018, the ~~2015-2016~~ 2017-2018 base salary shall increase by one-half percent (0.5%) ~~2%~~.

Effective July 1, 2016 2019, the ~~2016-2017~~ 2018-2019 base salary shall increase by one percent (1.0%) ~~2.5%~~.

B. Credit

Any ~~newly elected employee~~ hired unit member coming into the District will be awarded up to twelve (12) years' experience for past licensed teaching experience or, for CTE teachers and non-TSPC licensed student services specialists only, related work experience in their field. Credit above these twelve (12) years, or credit granted for prior and related work experience will be based upon administrative judgment at the time of hiring. The District shall notify the Association when such credit is granted.

Should the State of Oregon allow licensure of ~~employees~~ unit members who have not completed a traditional teacher licensing program, or the hiring of non-licensed ~~employees~~ unit members to fill positions traditionally held by licensed ~~employees~~ unit members, the District and the Association shall meet to establish procedures for salary schedule placement for such ~~employees~~ unit members.

C. Missed Contract Days

The penalty for a missed contract day shall be 1/186th of the unit member's ~~employee's~~ annual salary unless the non-attendance has the approval of an administrator.

D. Extended Contract

Extended contracts shall be paid on a 1/186th prorated basis for those unit members employees working beyond the standard contract year.

Unit members Employees doing summer curriculum work shall be paid an hourly rate based on salary schedule A-0 Base pay). All other summer work shall be paid on the basis of the salary schedule in effect at the time the job was contracted, except where by necessity the job extends into the succeeding contract year.

Salary Beyond Contracts—summer work will be computed on the base of an eight hour work day, prorated on the regular daily contracted base salary according to time worked (four hours work = one-half day pay; six hours work = three-fourths day pay).

E. Hours for Movement

An employee unit member who has completed pre-approved for salary movement college work, classes, or training in their field (i.e., CTE) which will advance him/her to another salary schedule column shall furnish evidence thereof prior to September 30, January 15, or April 15, by official transcript or other statement from the registrar of the institution in which the work was done. Transcripts shall be evaluated three times a year and unit members employees shall be able to move on the salary schedule at the appropriate time. The original contract shall be revised upon presentation of proper evidence by any of the three cut-off dates: September 30, January 15, or April 15.

F. Experience

One step on the salary schedule is granted for each year's experience. Any employee unit member who is contracted and works for no less than one hundred thirty-five (135) days shall be credited with a full year's teaching experience. Unit members Employees working less than full-time, who otherwise would have gained credit for salary schedule movement, shall not be prohibited from moving as a result of the scheduling of their work hours.

G. Vertical Movement

Vertical movement on a salary schedule, when accompanied by horizontal movement to a new column, shall be in accordance with the following:

1. No more than one (1) vertical step shall be granted in any one school year.
2. **Unit members** ~~Employees~~ who have been at the top of a salary schedule for more than one (1) year*, and who move to a new column in September, shall move over to the new column and up one (1) step. Subsequent vertical movement shall occur each September.
3. **Unit members** ~~Employees~~ who have been at the top of a salary column for more than three (3) years, and who move to a new column in January or April, shall move up one (1) vertical step at the time of the column move. Subsequent vertical movement shall occur each September.
4. **Unit members** ~~Employees~~ who have been at the top of a salary schedule for more than one (1) year but less than three (3) years, and who move to a new column in January or April, shall move up one (1) vertical step at the time of the move, but shall not move vertically again until one (1) year from the following September. Subsequent vertical movement shall occur each September thereafter.

* One (1) year's experience shall be equivalent to 135 or more regular, continuous, contracted days.

H. Extended Day

For those **unit members** ~~employees~~ who teach a class before or after school which is in addition to the contract teaching day, the compensation shall be at the rate of fifteen percent (15%) of the **unit member's** ~~employee's~~ current salary schedule step. For those **unit members** ~~employees~~ who teach a class during their preparation period, the compensation rate will be sixteen percent (16%) of the ~~employee's~~ **unit member's** current salary schedule step. A "double" preparation period shall be compensated at thirty-two percent (32%).

Unit members may agree to sub during their prep time at their own hourly rate for other teachers on a voluntary basis. Unit members supervising another unit member's class for the day when a substitute is not available will receive the entire sub pay. If more than one unit member shares supervisory duties when a substitute is not available, they will share the sub pay.

I. Hours for Credit – Initial Placement

Hours for credit shall be given as follows:

1. Bachelor's degree—All college credits taken prior to teacher certification based on a bachelor's degree will not be counted beyond the bachelor's degree.
2. Beyond Bachelor's Degree—Only hours required for licensing will be counted for initial salary schedule placement.
3. Master's degree—Only hours subsequent to the master's degree will be considered for placement on the master's plus columns.
4. **The District and Association shall develop parameters for hours of credit for CTE certifications/course work/experience.**

The Executive Director of Human Resources will determine appropriate course work/experience to be credited at the time of placement.

J. In-District Credit

The District may grant in-district credit for salary schedule advancement to employees. Credit may be granted for workshops not carrying traditional credit, district committee service, curriculum development and individual programs or projects.

The amount of credit granted shall be equal to one (1) hours credit for ten (10) hours participation. Those requesting in-district credit shall apply to the Assistant Superintendent or Executive Director of Human Resources prior to the commencement of his/her service.

K. Payment for Extended Responsibilities

Any payment for extended responsibilities pay shall be prorated over the twelve (12) monthly paychecks unless the extended responsibility pay is for a seasonal type activity (example: football) and then the payment shall be a lump sum paid on the next pay day following the conclusion of the duties for that activity.

L. Extra Duty Compensation

The determination of the number of extended duty compensation positions to be made available each school year, the job content and duration of the positions offered, and the selection and retention of personnel to be offered

these extended duty assignments, rests solely with the District. However, should the district change the job content or duration of the positions, the compensation for such positions shall be negotiated with the Association.

1. There shall be a three (3) step schedule based on the Bachelor's beginning step, BA plus three years' experience step, and the BA plus six years' experience step.
 - a. BA+3 step: This provides for an increase in compensation in the fourth year of coaching a particular activity.
 - b. BA+6 step: Provides a longevity incentive to attract and keep good coaches active in the District programs.
2. The District may grant, at its discretion, up to five (5) years for transfer into the District if the individual has the experience and recommendations to warrant such credit.
3. In-district coaches may advance on the salary schedule when they accept a more important assignment (e.g., assistant coach to head coach) on the following basis:
 - a. For each two (2) years' experience they will be allowed one (1) year toward salary advancement.
 - b. The same maximum would apply as is allowed for personnel new to the District.
 - c. The only exception to the above would be that no coach will take a cut in salary in moving to the new assignment, as long as that assignment is paid at the higher percentage of the base salary.
4. It is agreed that these evaluations are separate from the teaching evaluations and only where the responsibility is an extension of the teaching assignment (such as music) will the extra-duty evaluation be reflected in the individual teacher's evaluation.
5. Extra duty assignments and supervision of unit members shall be handled in the following manner:

- a. All extra duty assignments are offered on a year-to-year basis with the exception of head coaches and lead advisor positions of OSAA-sanctioned athletics and activities, or positions that are an extension of the teaching assignment.
 - b. Unit members as described above, will be evaluated on an annual basis and serve a three- (3) year probationary period. A unit member may be removed from an extra-duty assignment at any time during the probationary period. The unit member shall have the right to Association representation during any meeting which may result in removal from the extra-duty assignment.
 - c. It is the responsibility of the building administrator to complete the final evaluation of all extra duty assignments that meet the criteria stated above (a., b.).
 - d. At the point the administrator determines that a non-probationary unit member in an extra duty assignment is not meeting District and/or building performance expectations, s/he may be placed "on-notice". "On-notice" placement shall be accompanied by a written assessment stating the area(s) of deficiency, steps necessary for improvement, and a reasonable timeline for improvement. The unit member shall have the right to Association representation throughout the "on-notice" placement.
 - e. A non-probationary unit member failing to adequately meet District and/or building expectations as outlined in the "on notice" placement may be removed from his/her extra duty position. **A non-probationary unit member who engages in serious misconduct, such as misconduct that impacts student safety, may be removed from his/her extra duty position without being placed "on notice."**
6. All unit members assigned extra duties (for which compensation is paid) shall receive an addendum prior to the commencement of that activity including salary to be paid.
 7. Salaries for any extra-duty position created during the term of this Agreement shall be negotiated with the Association.

8. The Association and the District shall form a joint committee to determine compensation for duties typically assigned to department heads in the past.
9. Coaches whose teams advance to post-season playoff games shall have the additional days pro-rated and paid using their current coaching daily rate as the basis for such pay.

District

Wellness Coordinator	5%	Curriculum Committee ¹ & Evening School	
Compensatory Trade Time			Rate equal to the hourly
Rate equal to the hourly			rate at the A-0 salary step
Rate at the A-0 salary step			
Building Talented and Gifted (TAG) Coordinators	1%	District TAG Coordinator	2%
Music Coordinator	12%		

High School

Department Head	4%	Satellite Campus	
Class Council Advisor²		(no campus administrator assigned)	
Approved Club Advisor⁵	1 - 4%	Teacher-In-Charge	10%
Drama		Newspaper	10%
Major drama productions		Yearbook	10%
(2 per year, musical not included):		Speech	
Head	5% each production	Head	8%
Assistant	4% each production	Assistant	4%
Musical Production	7%	Hospitality/Tourism	8%
Band	15%	Food Instructor	
Musical Drama	6%	Extra-duty	
Orchestra	3%	Assigned Overnight	.3%
Vocal	8%	Trip Supervision per night	
Musical Drama	5%	(maximum of 15 nights)	
Leadership/Activities			
Director	13%		

Leadership Council 5%

Flag team Advisor 4%

Cheerleading

(includes travel to away games)

Fall

Head 8%

Assistant 4%

Winter

Head 8%

Assistant 4%

Volleyball

Head 16%

V Assistant 10%

JV Assistant 9%

FR Assistant 9%

Football

Head 16%

Defensive Coord. 11%

V Assistant (2) 10% each

Head JV Asst 9%

Head FR Asst 9%

Assistant (2) 8% each

Cross Country (Coed)

Head 13%

Assistant 8%

Boys Soccer

Head 13%

Assistant 8%

Girls Soccer

Head 13%

Assistant 8%

Water Polo (Coed)

Head 13%

Assistant 8%

Dance and Drill

Fall

Head 6%

Assistant 4%

Winter

Head 6%

Assistant 4%

Boys Basketball

Head 16%

V Assistant 10%

JV Assistant 9%

FR Assistant 9%

Girls Basketball

Head 16%

V Assistant 10%

JV Assistant 9%

FR Assistant 9%

Wrestling (Coed)

Head 15%

V Assistant 9%

Assistant 8%

Track (Coed)

Head 15%

V Assistant 9%

Assistant (5) 8% each

Baseball

Head 13%

V Assistant 9%

JV Assistant 8%

FR Assistant 8%

Softball

Head 13%

Swimming (Coed)		V Assistant	9%
Head	13%	JV Assistant	8%
Assistant	8%	FR Assistant	8%

Boys Tennis	8%
Girls Tennis	8%
Golf (Coed)	8%

Middle Schools

Athletic Coordinator		Student Council³	
Season	5%	Outdoor School	3%
Year	10%	Team Leader	5%

Football		Boys Basketball	
Head	11%	Head	7%
Assistant	8%	Assistant	5%

Volleyball		Girls Basketball	
Head	8%	Head	7%
Assistant	6%	Assistant	5%

Cross Country		Wrestling	
Coed	5%	Head	8%
		Assistant	5%

Track (coed)		Band	6%
Head	8%	Orchestra	6%
Assistant (4)	5% each	Vocal	6%

Intramurals	3%	Drama	5%
		(one major production per year)	

Elementary Schools⁴			
Band	2%	<i>3% if assigned to two or more buildings</i>	
Orchestra	2%	<i>3% if assigned to two or more buildings</i>	
Vocal	2%	<i>3% if assigned to two or more buildings</i>	
Teacher in Charge	5%	Building Testing Coordinator	2%

1. Curriculum Committees – In-district credit for service on curriculum committees shall be awarded on the basis of ~~one (1) hour credit for ten (10) hours uncompensated service.~~
2. Class advisors – An equivalent of 20% shall be provided for the high school to be distributed between class advisors, the number of advisors and the percentage paid to each will be determined by the high school.
3. Student Council – if an employee is required to supervise student council s/he shall receive one (1) period per day to do so.
4. Band, Orchestra and Choir shall be considered interchangeable in terms of credited experience (the stipend is 3% if assigned to two or more buildings).
5. Stipends for Club Advisors at the high school will be assigned using the following formula:
(Number indicating students in club) + (Number indicating hours spent for year) + (Number indicating experience years of advisor) + (Number indicating service to school/community) / 4 = (Rounded to the nearest whole number) Stipend percentage

# Students	# Hours	Exp.	Service/Outreach
20 <= 1	30 <= 1	0 = 1	No service = 1
20-30 = 2	30-35 = 2	1-2 = 2	Limited Service = 2
30-40 = 3	35-45 = 3	3-5 = 3	Some Service = 3
40 or more = 4	45 or more = 4	6 or more = 4	Significant Service = 4

M. Early Retirement

1. When a teacher retires under the provisions of PERS, the District shall offer the option of an early retirement program which provides a monthly payment of \$600.00 for a maximum period of thirty-six (36) months.

Such monthly payments shall be in accordance with the following conditions:

- a. The teacher must be retired and receiving benefits under the Oregon Public Employees Retirement System.
- b. For ~~employees~~ unit members with thirty (30) or more years total service with PERS monthly "Early Retirement Payment" shall be terminated as of the end of the calendar month in which the retired teacher dies, qualifies for Social Security benefits at age 62, or when a total of thirty-six (36) payments have been made, whichever comes first.

For ~~employees~~ unit members with less than thirty (30) years total service with PERS at age 59:

- i. Early retirement payments may continue beyond age 62 (to a maximum of age 65).
 - ii. The "age 62 cutoff" shall be extended by the number of years ~~an employee~~ unit member is short of thirty (30) years qualified PERS service at age 59.
- c. In order to qualify for full benefits defined in this Article, the ~~teacher~~ unit member must have completed at least thirteen (13) years of service from last date of hire (first day worked).

A ~~teacher~~ unit member wishing to retire under PERS with less than thirteen (13) years of service may elect to do so if they have a minimum of ten (10) years of service from last date of hire. In such cases, all retirement benefits shall have the dollar amounts based on the ratio of years of service from last date to thirteen (13) years (i.e. 10/13, 11/13 or 12/13).

- d. A ~~teacher~~ unit member planning to take early retirement must give notice thereof to the Superintendent at least sixty (60) calendar days prior to his/her retirement date.
 - e. Medical coverage for ~~teacher~~ unit member (and spouse) may, at the teacher's option and subject to the insurance carrier's approval, be provided and deducted from the \$600.00 monthly payment.
2. The ~~employee~~ unit member, at his/her request, shall have the total early retirement package extended over a longer period of time. Such extension shall not go beyond the ~~employee~~ unit member's sixty-fifth (65th) birthday.

If the ~~employee~~ unit member desires extended early retirement, it shall be indicated in the notice given the District in Section M.1.d of this Article.

3. Payment for Unused Sick Leave

The District will make payment for unused, accumulated sick leave for ~~employees~~ unit members retiring under the provision of PERS with the following provisions:

- a. Payments shall be \$50.00 per accumulated sick leave day.
- b. Payments may be:
 - i. in a lump-sum at retirement, or
 - ii. added to the monthly stipend provided in section M,1 of this article.
- c. For those who elect to take the district payment for unused sick leave, their sick leave account shall be considered by the district at zero (0) days, and reported to PERS accordingly.

N. Deferred Compensation Plan

The following deferred compensation plan is available to all REA members hired with a starting date of service of November 30, 2003, or earlier.

Members with a starting date of service of November 30, 1992, or later, may elect to participate in the deferred compensation plan or the provisions of M. 2. and 3., but not both. Upon joining the deferred compensation plan, all future use of the provisions of M. 2. and 3., is discontinued.

As members move up in PERS experience, from one category to the next, the District shall increase the monthly contribution accordingly if the employee matches the funds as outlined below.

Qualifications for matching funds:

Beyond full PERS retirement eligibility \$0 from District

20 + PERS years	\$50 monthly if employee matches the funds
15 - 19 PERS years	\$25 monthly if employee matches the funds
4 - 14 PERS years	\$15 monthly if employee matches the funds
0 - 3 PERS years	\$0 (Employee may choose to join with their own funds only.)

Article 23 Fringe Benefits

A. Amounts

1. The District shall contribute to each employee of the bargaining unit, on a pro-rata basis, the following amount for the purchase of fringe benefits listed in Section B:

~~\$1,200 per month, effective October 1, 2014~~

~~\$1,250 per month, effective October 1, 2015~~

\$1,300 per month, effective October 1, 2016

2. In addition to the insurance contributions set forth above, the District will make an annual contribution of ~~\$200,000~~ to the insurance pool set forth in Section G of this Article as follows:-

\$250,000 effective October 1, 2017

\$300,000 effective October 1, 2018

\$350,000 effective October 1, 2019

These additional pool dollars may only be used to supplement out-of-pocket expenses for medical, dental, and vision insurances.

3. In order to be effective in October, the new amount will be applied the month prior to align with the change in the insurance year.
4. Health insurance coverage shall extend to the spouse, domestic partners (same or opposite sex), and/or child or children of the member.

B. Distribution

1. Distribution of the District contributions shall be among the various mutually approved insurance and annuity programs:
 - a. Hospital medical plan
 - b. Dental plan
 - c. Life Insurance plan
 - d. Income replacement plan
 - e. Annuities (as described below in subsection 2.)
 - f. Vision care

g. Any future mutually acceptable plan

h. HSA or HRA plans mutually agreed upon

2. Annuities/TSA's are removed as an option for use of fringe dollar contributions of the District for employees hired on or after July 1, 1993. Any employee in the District as of June 30, 1993, who has elected to use any portion of their fringe dollars for TSA contributions prior to the end of the enrollment period in September, 1993, shall continue to have TSA's as an unrestricted option for fringe distribution. Any employee in the District as of June 30, 1993, who has either not elected to use any portion of their fringe dollars for TSA's by the end of the enrollment period in September, 1993, or who elected by the end of the enrollment period in September 1993 but later discontinues their election, shall not thereafter have TSA's available as an option for fringe distribution.
3. ~~Beginning with the 2016-17 insurance year, m~~**Members** may spend up ~~to one half of the unused~~ portion of their insurance allocation on supplemental insurance products, such as but not limited to the following: life insurance, short-term disability, and long-term disability plans.

A member's unused portion of insurance allocation shall be determined by subtracting the cost of premiums for major medical, dental, and vision from the District's insurance cap. Any unspent insurance amounts will then be contributed to the insurance pool set forth in Section G of this Article.

C. Term Life and Accidental Death and Dismemberment (AD&D) Insurance

The District shall provide, at no cost to the unit member ~~employee~~, term life and accidental death and dismemberment (AD&D) insurance in the amount of ~~\$25,000~~ \$20,000, for the term of this agreement for each ~~employee~~ unit member in the bargaining unit.

D. Notification

Members of the bargaining unit will notify the personnel office of any changes concerning how their additional monies are to be distributed during the term of the Agreement no later than September 5. New members of the

bargaining unit shall notify the personnel office concerning this matter within ten (10) days of their beginning employment in the District.

E. Employee Assistance Program

The District will provide an Employee Assistance Program for all bargaining unit members.

F. 125 Plans

The District shall give access to, and information about, the District-offered 125 Plan, including dependent child and adult care, to all bargaining unit members at the time of the annual enrollment period. The plan shall allow for payment of out-of-pocket medical, vision, and dental insurance premium costs from pre-tax dollars to the full extent allowed by law.

G. Insurance Pool

Members opting out of major medical insurance will be limited to half of the District's monthly contribution. They will continue to be able to purchase the full slate of insurance options that they currently have with dollars allocated. Additionally, there are ~~19~~ **11** members who as of the 2011-12 school year were contributing more than \$450 to the TSA. They will be grandfathered and receive the full district contribution for investment. All unused dollars will create a pool to be redistributed to all bargaining unit members. The Association and the District will meet to determine the current FTE after open enrollment, and the remaining dollars will be distributed to all members to minimize out-of-pocket expenses. Pool calculations will be completed within seven (7) days following the open enrollment cut-off date.

H. Insurance Committee

The District and Association shall form a joint insurance committee formed for the purpose of exploring alternatives to the current method of providing insurance benefits to unit members, will continue to meet at least quarterly for the duration of this agreement. The committee shall be comprised of three (3) unit members selected by the Association and three (3) individuals selected by the District. ~~The committee shall begin meeting prior to the conclusion of the 2014-2015 contract year, with the goal of having a recommendation on or before January 15, 2017.~~