

## **Article 22 Employee Compensation**

### **A. Salaries**

The base salaries for the ~~2024-2026~~ **2026-2027** school years shall be set forth in Appendix A. The salary index appears in Appendix B.

Effective July 1, ~~2024-2026~~, the ~~2024-2025~~ **2026-2027** base salary shall increase by ~~7%~~ ~~-3%~~ **0%**

~~Effective July 1, 2025 the 2025-2026 base salary shall increase by 7%~~

~~Effective July 1, 2025, the 2025-2026 base salary shall increase by 7%~~

### **B. Credit**

Any newly hired unit member coming into the District will be awarded up to twelve (12) years' experience for past licensed teaching experience, for licensed experience in their area of hire or for CTE unit members 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. For hired staff who have previously worked in the District in a non-certified role, every three (3) years of work experience shall place them one step higher on the salary scale. This will be applied retroactively to members who have previously served as classified employees and were subsequently hired as certified staff. To access this credit retroactively, current members who believe they meet criteria must make a written request for review to the Executive Director of Human Resources within thirty (30) calendar days of ratification of this agreement.

The District shall notify the Association when such credit is granted. Should the State of Oregon allow licensure of unit members who have not completed a traditional teacher licensing program, or the hiring of non-licensed unit members to fill positions traditionally held by licensed unit members, the District and the Association shall meet

to establish procedures for salary schedule placement for such unit members.

Members who acquire multiple endorsements and a Masters degree will be able to count all their previously earned credits for placement on the salary schedule.

**C. Missed Contract Days**

The penalty for a missed contract day shall be the cost of one (1) day of the unit member's annual salary (as calculated from the standard contract year listed in Article 7) unless the non-attendance has the approval of an administrator.

**D. Extended Contract**

Extended contracts shall be paid on a the cost of one (1) day (as calculated from the standard contract year listed in Article 7) prorated basis for those unit members working beyond the standard contract year.

- Summer or other work outside of the standard contract year will be paid by actual time worked, rounded up to the nearest two (2) hour increment (two (2) hours or fewer = one-fourth ( $\frac{1}{4}$ ) day, more than two (2) hours and up to four (4) hours work = one-half ( $\frac{1}{2}$ ) day pay; more than four (4) hours and up to six (6) hours work = three-fourths ( $\frac{3}{4}$ ) day pay; more than six (6) hours up to eight (8) hours = full day pay).
- All summer pay will be paid at the member's hourly rate

**E. Hours for Movement**

A unit member who has completed pre-approved college work classes (see Appendix E), or training in their field (i.e., CTE, social worker, counselor workshop, SLP) which will advance them to another salary schedule column shall furnish evidence thereof prior to September 30th, January 15th, or April 15th, by official transcript or certificate of completion. Records of evidence shall be evaluated three (3) times a year and unit members 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 (3) cut-off dates: September 30th, January 15th, or April 15th.

A 10:1 ratio (one (1) credit per ten (10) clock hours) will apply to all members.

**F. Experience**

**Step experience shall be frozen for the 2026–27 school year, with no additional step increments applied during that period.** One(1) step on the salary schedule is granted for each year of experience. Any unit member who is contracted and works for no less than one hundred thirty-five (135) days shall be credited with a full year of teaching experience. Unit members 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 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 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 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) years' experience shall be equivalent to one hundred thirty-five (135) or more regular, continuous, contracted days.

5. **Longevity pay shall be frozen for the 2026–27 school year, with no additional longevity increments applied during that period.** Starting with fifteen (15) years, unit members shall receive a two percent (2%) salary adjustment, then an additional one percent (1%) increase for every five (5) years of service (15 yrs. = 2%, 20 yrs. = 3% 25 yrs. = 4%, etc.).

#### H. **Extended Day**

For those unit members 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 current salary schedule step. For those unit members who teach a class during their preparation period, the compensation rate will be sixteen percent (16%) of the 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 unit members 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.

Unit members who are requested to assume the duties of an absent administrator shall be compensated at 1.5 of their hourly rate (i.e. hourly rate X 1.5%) for the duration of the assignment.

#### 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

Members who acquire multiple endorsements and a Masters degree will be able to count all their previously earned credits for placement on the salary schedule.

4. Career and Technical Education (CTE) Teacher Salary Placement Teachers who are placed in CTE teaching positions or are otherwise required to have a CTE license, shall be placed on the salary schedule as follows:

a. CTE certification shall qualify a teacher for placement on the BA column.

b. CTE teachers shall be given hours for credits earned for industry preparation and mastery or approved advanced professional development units according to the following criteria:

1. BA+20 = 20 credit hours from any community college, college, university, or 200 clock hours of approved District in-service courses/professional development units or any approved combination of credit hours and District hours.

2. BA+40 = 40 credit hours from any community college, college, university, or 400 clock hours of approved District in-service courses/professional development units or any approved combination of credit hours and District hours.

3. BA+60/MA = 60 credit hours from any community college, college, university, or 600 clock hours of approved District in-service courses/professional development units or any approved combination of credit hours and District hours.

4. BA+80/MA+20 = 80 credit hours from any community college, college, university, or 800 clock

hours of approved District in-service courses/professional development units or any approved combination of credit hours and District hours.

5. BA+100/MA+40 = 100 credit hours from any community college, college, university, or 1000 clock hours of approved District in-service courses/professional development units or any approved combination of credit hours and District hours.

c. Career and Technical Education (CTE) Teacher Requirements

CTE licensed teachers will satisfy the requirement for teacher preparation as determined by the unit member's appraisal committee and agreed to by the Association and the District.

The Assistant Superintendent or 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, in-district professional development, and individual programs or projects. The amount of credit granted shall be equal to one (1) hour credit for ten (10) hours participation. Those requesting in-district credit shall apply to the Executive Director of Human Resources prior to the commencement of their service.

**K. Payment for Extended Responsibilities**

Any payment for extended responsibilities pay shall be prorated over the eleven (11) monthly paychecks beginning with the October paycheck 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 or ten (10) business days, whichever is greater 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 (3) years' experience step, and the BA plus six (6) years' experience step.
  - a. BA+3 step: This provides for an increase in compensation in the second year of coaching a particular activity.
  - b. BA+6 step: This provides for an increase in compensation in the fourth year, 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 year of 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, they 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 their extra duty position. A non-probationary unit member who engages in serious misconduct, such as misconduct that impacts student safety, may be removed from their 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 postseason playoff games shall have the additional days prorated and paid using their current coaching daily rate as the basis for such pay.

<b>Position</b>	<b>Salary: BA (0-1 years of coaching)</b>	<b>Salary: BA +3 (2-3 years of coaching)</b>	<b>Salary: BA +6 (4+ years of coaching)</b>
<b>Football:</b>			
Head Coach	16%	16%	16%
Defensive Coordinator	11%	11%	11%
Varsity Asst. (2 positions)	10%	10%	10%
JV/Frosh Asst. Coach (4 positions)	9%	9%	9%
<b>Head Coaches:</b>			
Basketball	16%	16%	16%
Soccer	13%	13%	13%
Baseball	13%	13%	13%
Softball	13%	13%	13%
Dance	16%	16%	16%
Volleyball	16%	16%	16%
Water Polo	13%	13%	13%
Tennis	8%	8%	8%
Golf	8%	8%	8%
Wrestling	15%	15%	15%
Track	15%	15%	15%
Cross Country	13%	13%	13%
Swimming	13%	13%	13%
Cheer (if split between Fall & Winter 8% per season)	16%	16%	16%
Flag Football	8%	8%	8%

<b>Assistant Coach(es):</b>			
<b>Basketball (3 each)</b>			
V Assistant	10%	10%	10%
JV/FR Assistant	9%	9%	9%
<b>Soccer (3 each)</b>	8%	8%	8%
<b>Baseball (3 each)</b>			
V Assistant	9%	9%	9%
JV/FR Assistant	8%	8%	8%
<b>Softball (3 each)</b>			
V Assistant	9%	9%	9%
JV/FR Assistant	8%	8%	8%
<b>Dance</b>	8%	8%	8%
<b>Volleyball (3 each)</b>			
V Assistant	10%	10%	10%
JV/FR Assistant	9%	9%	9%
<b>Water Polo</b>	8%	8%	8%
<b>Wrestling</b>			
V Assistant	9%	9%	9%
JV/FR Assistant	8%	8%	8%
<b>Track (7)</b>			
V Assistant	9%	9%	9%
JV/FR Assistant	8%	8%	8%
<b>Cross Country</b>	8%	8%	8%
<b>Tennis</b>	8%	8%	8%
<b>Cheer</b> (if split between Fall & Winter 4% per season)	8%	8%	8%
<b>Flag Football</b>	4%	4%	4%
<b>Swimming</b>	<del>8%</del>	<del>8%</del>	<del>8%</del>

*An extra stipend assistant coaching position will be added when the ratio of coaches to students exceeds 1:15			
<b><u>Position</u></b>	<b><u>Salary: BA</u> (0-1 years of coaching)</b>	<b><u>Salary: BA +3</u> (2-3 years of coaching)</b>	<b><u>Salary: BA +6</u> (4+ years of coaching)</b>
<b><u>Drama (Includes 2 dramas and Mt. Hood Conference duties)</u></b>			
Head	<del>15%</del> <del>17%</del> <b><u>15%</u></b>	<del>15%</del> <del>17%</del> <b><u>15%</u></b>	<del>15%</del> <del>17%</del> <b><u>15%</u></b>
Assistant	8%	8%	8%
<del>Technical Director (Includes 2 dramas and 1 musical production)</del>			
	13%	13%	13%
<del>Band (Includes 3 performances and applicable home games)</del>			
	<del>15%</del> <del>17%</del> <b><u>15%</u></b>	<del>15%</del> <del>17%</del> <b><u>15%</u></b>	<del>15%</del> <del>17%</del> <b><u>15%</u></b>
<del>Musical Drama: Theater Director</del>			
	4%	4%	4%
<del>Musical Drama: Vocal Director</del>			
	4%	4%	4%
<del>Musical Drama: Band Director</del>			
	4%	4%	4%
<b><u>Orchestra (Includes 3 performances)</u></b>	15%	15%	15%
<b><u>Choir (Includes 3 performances)</u></b>	15%	15%	15%
Leadership/Activities Director	16%	16%	16%
Leadership Council	5%	5%	5%
Speech & Debate Coach	15%	15%	15%
Yearbook coordinator	10%	10%	10%
Speech & Debate Assistant	4%	4%	4%

Hospitality/Tourism Food Instructor	8%	8%	8%
Assigned overnight trip supervision (per night) Max. 15 nights	.3%	.3%	.3%

**Approved Club Advisor Stipend will be based on the following formula:**

[(Number indicating students in club) + (Number indicating hours spent for year) + (Number indicating experience years of advisor)] / 4 = Stipend percentage (Rounded to the nearest whole number)

Number of students attending	Numbers of hours/school year	Number of years of experience
20 <= 1	25 <= 1	0=1
21-30 = 2	26-35 = 2	1-2 =2
31-40 = 3	36-45 = 3	3-5 = 3
every additional 10 students = 1 point	every additional 10 hours = 1 point	6 or more = 4

**Extra Duty Pay Schedule: Elementary**

<u>Position</u>	<u>Salary: BA</u> (0-1 years of coaching)	<u>Salary: BA +3</u> (2-3 years of coaching)	<u>Salary: BA +6</u> (4+ years of coaching)
Band*	2% (3% if assigned to two or more buildings)		
Orchestra*			
Vocal*			
*one (1) performance per year			

**Extra Duty Pay Schedule: Middle School**

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<b>Position</b>	<b>Salary: BA</b> (0-1 years of coaching)	<b>Salary: BA +3</b> (2-3 years of coaching)	<b>Salary: BA +6</b> (4+ years of coaching)
<b>Head Coaches</b>			
Athletic Coordinator	10%	10%	10%
Football	11%	11%	11%
Volleyball	8%	8%	8%
Cross Country	5%	5%	5%
Track	8%	8%	8%
Boys Basketball	7%	7%	7%
Girls Basketball	7%	7%	7%
Wrestling	8%	8%	8%
Student Council	1 period per day	1 period per day	1 period per day
(If an employee is required to supervise student council, they shall receive one (1) period per day to do so.)			
<b>Assistant Coaches</b>			
Football	8%	8%	8%
Volleyball	6%	6%	6%
Track (4)	5%	5%	5%
Boys Basketball	5%	5%	5%
Girls Basketball	5%	5%	5%
Wrestling	5%	5%	5%
<b>Intramurals</b>	3%	3%	3%
<b>Outdoor School</b>			
Participating Teacher:	4%	4%	4%
Team Leader	5%	5%	5%
Band <del>(Includes 1 Performance)</del>	6%	6%	6%
Orchestra <del>(Includes</del>	6%	6%	6%

4 Performance)			
Vocal (Includes 4 Performance)	6%	6%	6%
Drama [one (1) major production/year]	6%	6%	6%

### Extra Duty Pay Schedule: Miscellaneous

<b>Position</b>	<b>Salary: BA (0-1 years of coaching)</b>	<b>Salary: BA +3 (2-3 years of coaching)</b>	<b>Salary: BA +6 (4+ years of coaching)</b>
Wellness Coordinator	5%	5%	5%
<del>Building ECRI Lead Teacher</del>	<del>2%</del>	<del>2%</del>	<del>2%</del>
<b>Building TAG Coordinator:</b>			
Elementary	1%	1%	1%
Middle School	1%	1%	1%
High School	1%	1%	1%
District TAG Coordinator	2%	2%	2%
Music Coordinator	12%	12%	12%
Library/Media Coordinator	12%	12%	12%
PE Coordinator	12%	12%	12%
Dual-Immersion Differential (second language instruction and case management required)	8%	8%	8%
District Lead Speech Language Pathologist	10%	10%	10%
District Lead School Psychologist	10%	10%	10%
Media/Library Specialist [This equates to four (4) paid days, 2 before the school year begins and 2 after the school year ends, so specialists may prepare and then close media/library operations	2.2%	2.2%	2.2%
<b>Position</b>	<b>Salary: BA (0-1 years of coaching)</b>	<b>Salary: BA +3 (2-3 years of coaching)</b>	<b>Salary: BA +6 (4+ years of coaching)</b>
High School Department Head:	4%	4%	4%

Satellite Campus/Teacher in Charge	10%	10%	10%
<b>Class Advisors</b>			
Seniors (2)	7% each	7% each	7% each
Junior (2)	5% each	5% each	5% each
Sophomore (2)	4% each	4% each	4% each
Freshman (2)	4% each	4% each	4% each
<b>CTE Department:</b> If CTE Duties are as assigned by administration at the beginning of the academic year beyond contract day performed by members who must maintain specialized equipment, or write and/or maintain grants.	4%	4%	4%
Building Testing Coordinator	2%	2%	2%
Curriculum Committee	1%	1%	1%
Evening School	1%	1%	1%

**M. Early Retirement**

1. When a unit member retires under the provisions of PERS, the District shall offer the option of an early retirement program which provides a monthly payment of ~~\$800~~ ~~\$1200~~ \$800 for a maximum period of thirty-six (36) months.

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

- a. The unit member must be retired and receiving benefits under the Oregon Public Employees Retirement System.
- b. For 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 unit member dies, qualifies for Medicare benefits at age 65, or when a total of thirty-six (36) payments have been made, whichever comes first.

For unit members with less than thirty (30) years total service with PERS at age 58:

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 a unit member is short of thirty (30) years qualified PERS service at age 58.

- c. In order to qualify for full benefits defined in this Article, the unit member must have completed at least thirteen (13) years of service from last date of hire (first day worked).

A 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 the 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 unit member planning to take early retirement must give notice thereof to the Superintendent at least sixty (60) calendar days prior to their retirement date.
- e. Medical coverage for a unit member (and spouse) may, at the unit member's option and subject to the insurance carrier's approval, be provided and deducted from the \$800 monthly payment.

2. The unit member, at their request, shall have the total early retirement package extended over a longer period of time. Such extension shall not go beyond the unit member's sixty-fifth (65th) birthday.

If the 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 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 unit members hired with a starting date of service of November 30, 2003, or earlier.

Unit 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 unit 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 unit member matches the funds

15 - 19 PERS years \$25 monthly if unit member matches the funds

4 - 14 PERS years \$15 monthly if unit member matches the funds

0 - 3 PERS years \$0 (unit member may choose to join with their own funds only)