

OREGON-DAVIS SCHOOLS

July 1, 2020 – June 30, 2021

Master
Teacher Agreement

PREAMBLE

THIS CONTRACT, made and entered into this 12th, day of November 2020, 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 allowed by this contract or by mutual consent of the parties executed in writing.

ARTICLE 1 – 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 the 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 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 twenty (20) 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 payday, 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 cost 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 plan 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 participation 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 four (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

The Sick Leave Bank shall be a source of additional leave days when a Bargaining Unit Member's leave time is exhausted and they are unable to perform their normal duties due to a medically certified event or illness

1. Participation is voluntary. Bargaining Unit Members may participate in the Sick Leave Bank via a donation of ONE LEAVE DAY to the Sick Leave Bank.
2. Membership to the Sick Leave Bank shall be open from the first teacher workday until October 1 each year.
3. The Sick Leave Bank shall be operated by the ODCTA in cooperation with the Superintendent's Office

4. Retiring teachers may donate 30 days of their available remaining leave days
5. SLB Members will not be asked to donate additional days until SLB reaches a balance of 30 days. Any participant with zero days shall be exempt from contributing.

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, grandchild, 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) days 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.

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; 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 childcare 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, 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 the case of adoption, when there is temporary custody with intent to secure legal custody.

H. 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 two (2)) should inform the Superintendent of Schools of their intention to return on or before May 1st preceding the termination of the school year.

I. 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 an additional PTO day. Teachers may refuse an assignment during their preparation period.

J. 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 employees the difference between the employee's salary

and benefits received under the Indiana Workers' Compensation Act for the duration of such absence.

K. 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 three (3) school days' notice to the Superintendent or their designee.

L. 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.

M. Assault Leave

In the event a teacher is absent due to an injury sustained on the school campus as result of an unprovoked assault, which is determined to be compensable under Worker's Compensation laws, absences shall not be charged against the teacher's accumulated sick leave. The Board shall continue the teacher's wages in full and shall pay the difference between Worker's Compensation payments and the contractual salary of the teacher for a period not to exceed one hundred eighty (180) days.

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 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

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 the 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 designed 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 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 A.
 - 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 Appendix B.
- 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 stipend for half day to \$50 and whole day to \$100. The administration will make every effort to provide opportunities for teachers to receive CRU to obtain Graduate credit for any training that occurs. (These needed scheduled training days shall be discussed with the ODCTA).

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.

G. Impact of Grants on Budget. The Board shall discuss the financial impact of any grant for which they apply prior to making an application, negotiate any financial terms, and have meaningful discussion surrounding all applicable Subjects of Discussion.

H. Payment for Additional Certifications/Licensure

1. Current Members of the Bargaining Unit asked by the Board to apply for Emergency Certification shall be reimbursed for the cost of Emergency Certification.

I. Beyond a full day of class coverage

A teacher who teaches beyond a normal course load daily for a semester or an entire school year shall receive additional compensation in an amount equal to the teacher's base salary multiplied by 0.10 and a financial allowance to obtain materials as agreed to by the Association and Administration. If a teacher teaches an additional instructional assignment in an amount that varies for one additional instructional assignment (period) daily for an entire school year the additional compensation the teacher will receive shall be prorated. If a teacher is assigned additional responsibilities other than teaching additional instructional assignments, the Board and the Association will mutually agree as to the appropriate compensation.

An elementary teacher who teaches a split class daily for an entire school year shall receive additional compensation in an amount equal to the teacher's base salary multiplied by 0.20. If a teacher teaches a split class for a period less than an entire year, the additional compensation shall be prorated.

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 employer shall deposit employer contributions for each employee into an individual account for employee in the tax-deferred annuity program selected by the Association. Such deposits shall be made on a quarterly basis. Upon three years of service, all assets of the accounts become the property of the employee and, in the event of death, his/her beneficiaries or, lacking same, estate.

A. Payment for Unused PTO beyond 157 accumulated days – (Teachers accrue personal leave at the rate of fourteen days/year, accumulating to 157 days maximum) days beyond 157 will be purchased by the Board for \$80/day. Employees will receive a check for unused leave days the second pay in June.

B. 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

Annette M. Ferch

Brandon M. [Signature]

[Signature]

APPENDIX A – COMPENSATION MODEL

Pay effective the first day of the school calendar.

There will be an increase in compensation in 2020 - 2021. The minimum salary will be \$32,275 and the maximum salary will be \$54,161. Each Bargaining Unit Member will receive an \$275 increase to their base salary (less than FTE increases will be in proportion to the individual contract).

A one time Stipend of \$1500 will be given to Bargaining Unit Members in the 2020 – 2021 school year.

Retroactivity shall be paid by December 2020.

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.
 - Bachelors + 15 = 3%
 - Masters = 7%
 - Masters + 15 = 10%

2. EXPERIENCE – 120 DAYS = 20%

- A teacher may not receive more that 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.

3. EVALUATION = 70%

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

THIS TABLE IS FOR INITIAL PLACEMENT PURPOSES ONLY

Placement on Salary Grid

Newly hired Bargaining Unit Members with no previous teaching experience shall have a starting salary of \$32,275. Newly hired Bargaining Unit Members with previous teaching experience shall be placed on the salary grid commensurate with the salaries of current Oregon-Davis Teachers with similar education and experience.

2020 – 2021

	B.S.	B.S. + 10	B.S. + 20	B.S. + 30/M.S.	B.S. + 40/M.S.
0	32,275	32,774	33,599	34,428	34,648
1	32,458	33,412	34,372	35,331	35,549
2	32,965	33,778	35,140	36,231	36,448
3	33,474	34,694	35,909	37,130	37,348
4	33,984	35,331	36,681	38,030	38,248
5	34,496	35,975	37,450	38,928	39,145
6	35,009	36,615	38,218	39,827	40,049
7	35,516	37,253	38,990	40,724	40,944
8	36,007	37,896	39,762	41,624	41,845
9	36,498	38,508	40,531	42,525	42,745
10	36,077	39,124	41,270	43,425	43,645
11				44,323	44,541
12				45,346	45,566
13				46,121	46,342
14				47,025	47,242
15				47,920	48,140
16				48,821	49,041
17				49,718	49,936
18				50,620	50,839
19				53,941	54,161

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	\$1,100
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. World Language Club	\$400
11. Student Council Sponsor	
a. Jr./Sr. High School	\$700
b. Elementary	\$400
12. Yearbook/Newspaper	
a. Jr./Sr. High School	\$1700
b. Elementary	\$400
13. Renaissance	
a. Jr./Sr. High School	\$500
b. Elementary	\$500
14. 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 Coach	
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
c. 8 th Grade	\$1300
d. 7 th Grade	\$1300
e. 6 th Grade	\$550
f. 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 by ODCTA:

Jim Ash, Bettie 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 % of total).