Board of Trustees Oregon-Davis School Corporation	Oregon-Davis Classroom Teachers Association

APPENDIX A – COMPENSATION MODEL

I. Salary Range

Salary range is **$40,591 to $63,801** before any salary increases or TRF contributions for the 2024-2025 school year. Under the compensation plan, teachers will each get a $4,409 salary increase. The Salary range for the 2025-2026 after increases to base salaries shall be **$45,000 to $68,210**.

All classroom teachers that instruct students at least 50% of the workday will earn no less than **$45,000** in compliance with IC 20-28-9-26.

II. Base Salary Increase

A. General Eligibility

1. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.

2. A Teacher who did not work at least sixty (60) days in 2024-2025 is not eligible for a salary increase.

B. Factors and Definitions

1. Evaluation rating – The teacher did not receive an ineffective or improvement necessary rating on the teacher's most recently completed evaluation.

2. Academic Needs- Experience of teachers and the ability to attract and retain quality teachers.

OREGON-DAVIS SCHOOLS

July 1, 2025 – June 30, 2026

Master
Teacher Agreement

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PREAMBLE

THIS CONTRACT, made and entered into this_5th__, day of November 2025, 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.

ATTEST

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on **September 17, 2025,** and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on **October 29, 2025,** to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

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 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 on behalf of the public all 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. Dues will be deducted from the consenting teacher's checks in twenty (20) equal and consecutive deductions beginning with the second (2^{nd}) pay in the month of October, providing the central office receives notification by October 1.

3. 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.

4. 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.

5. 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 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 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 eighty (80%) percent of the cost of a single plan coverage and Twenty Thousand Five Hundred Eight Dollars ($20,508) 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 a 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. Employees pay administration fees 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

The corporation shall provide all teachers with a Board paid Long Term Disability Plan, and any change in the vendor in place at the time of ratification of this agreement shall be mutually agreed upon. 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. (Sick Leave Bank Withdrawal Application Form Appendix C.)

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, daughter, stepparents, stepchildren, father-in-law, brother-in-law, mother-in-law, sister-in-law, son-in-law, daughter-in-law, significant other, or any individual of the same standing 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 of the same standing 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 a 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 a 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.

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 anyone (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

Any teacher who covers an absent teacher's classroom will be paid $30 per occurrence.

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 Workers 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) says.

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, as 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 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 Association representative if involved, within four (4) school days after the meeting.

ARTICLE VIII – COMPENSATION AND EXPENSES

A. The regular salary schedule for teachers is 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. ECA Payments are determined by Appendix B as attached to the Agreement. Any reference to the number of positions listed is for information purposes and has not been negotiated.

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. The rate for any stipends paid for qualified and approved work outside the regular school day or school year activities shall be, including the adjustment for TRF/INPRS as follows: $50 for a half day/$100 for a full day. (NOTE: Professional Development and/or Extra Duty stipends require pre-approval by the building administrator. Examples include curriculum creation/revision, summer school programs and after school programs, homebound instruction, Saturday School and after school detention.)

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 application, negotiate any financial terms, and have meaningful discussion surrounding all applicable Subjects of Discussion.

H. Payment for Additional Certifications/Licensure

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. 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.

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.

J. Teachers who teach one or more Advanced Placement or Dual Credit courses will receive an annual stipend of $750 to compensate for the additional training and prep time required to teach these courses.

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 employees 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 the 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 except for Insurance payments and sick leave days. Those have been paid in full by the corporate. 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
______________________________	______________________________
______________________________	______________________________
______________________________	______________________________
______________________________	______________________________
______________________________	______________________________

APPENDIX A – COMPENSATION MODEL

I. **Salary Range**

Salary range is **$40,591 to $63,801** before any salary increases or TRF contributions for the 2024-2025 school year. Under the compensation plan, teachers will each get a $4,409 salary increase. The Salary range for the 2025-2026 after increases to base salaries shall be **$45,000 to $68,210**.

All classroom teachers that instruct students at least 50% of the workday will earn no less than **$45,000** in compliance with IC 20-28-9-26.

II. **Base Salary Increase**

A. **General Eligibility**

1. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.

2. A Teacher who did not work at least sixty (60) days in 2024-2025 is not eligible for a salary increase.

B. **Factors and Definitions**

1. <u>Evaluation rating</u> – The teacher did not receive an ineffective or improvement necessary rating on the teacher's most recently completed evaluation.

2. <u>Academic Needs</u>- Experience of teachers and the ability to attract and retain quality teachers.

3. Instructional Leadership- Teachers who obtain and hold a valid teacher license with a literacy endorsement.

C. **Distribution** – The following amounts are to be added to a teacher's base salary for 2025-2026 in the following way

1. Evaluation rating = A teacher who received an evaluation rating of Effective or Highly Effective in the prior school year will receive a $2,204.50 a salary increase.

2. Academic Needs = In order to retain teachers important to Oregon-Davis Schools to ensure educational continuity, teachers will receive a $2,204.50

3. Instructional Leadership= A teacher who is in their first year of holding a valid teaching license with a literacy endorsement shall receive a $250 increase to their base salary.

- Teachers who obtain the literacy endorsement prior to the first teacher workday of the school year will receive the full **$250** increase for that year.
- Teachers who obtain the literacy endorsement after the first teacher workday will receive a pro-rated amount for that school year. The full **$250** increase will be applied to their base salary beginning the following school year.

THIS TABLE IS FOR INITIAL PLACEMENT PURPOSES ONLY

Placement on Newly Hired Teacher Placement Chart (NHTPC)
Placement of newly hired teachers shall be determined using the Newly Hired Teacher Placement Chart (NHTPC). Several factors contribute to determining the salary placement for a newly hired teacher, including teaching experience, educational attainment, and licensure.

Any placement outside the NHTPC requires consultation between the Oregon-Davis Classroom Teachers Association (ODCTA) President and the Superintendent. No newly hired teacher shall be placed at a salary outside the established salary range.

Newly hired teachers will be placed on the chart in a manner consistent with the placement of current Oregon-Davis teachers who possess comparable experience, education, and licensure. Teachers without prior teaching experience shall be placed at the starting teacher salary, determined by their degree level (Bachelor's or Master's). ***All classroom teachers that instruct students at least 50% of the workday will earn no less than $45,000 in compliance with IC 20-28-9-26.***

2025 – 2026

	B.S.	B.S.+10	B.S. + 20	B.S. + 30/M.S.	B.S. + 40/M.S.
0	45000	45529	46404	47283	47516
1	45194	46206	47224	48241	48471
2	45731	46594	48038	49195	49425
3	46271	47565	48853	50149	50379
4	46812	48241	49672	51103	51334
5	47355	48924	50488	52055	52285
6	47899	49602	51302	53008	53244
7	48437	50279	52121	53960	54193
8	48957	50961	52940	54914	55148
9	49478	51609	53756	55870	56103
10	50065	52263	54539	56824	57057
11	50615	52913	55389	57776	58008
12	51165	53563	56239	58861	59094
13	51715	54213	57089	59683	59918
14	52265	54863	57939	60642	60872
15	52815	55513	58789	61591	61824
16	53365	56163	59639	62547	62780
17	53915	56813	60489	63498	63729
18	54465	57463	61339	64455	64687
19	55015	58113	62189	67976	68210

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	$1,200
b. Elementary	$800
2. Band/Chorus Director	
a. Band/Chorus Director	$3500
3. Class Sponsors	
a. 7th Grade	$225
b. 8th Grade	$225
c. 9th Grade	$200
d. 10th Grade	$600
e. 11th Grade	$2000
f. 12th Grade	$1400
4. Concessions	
a. Jr./Sr. High School	$1500
b. Elementary	$800
5. Drama Director	
a. Jr./Sr. High School	$1000
b. Elementary	$1000

6. F.F.A. Sponsor	$3100
7. National Honor Society Sponsor	
a. High School	$600
b. Jr. High School	$600
8. Pep Club Sponsor	$550
9. Student Council Sponsor	
a. Jr./Sr. High School	$800
b. Elementary	$600
10. Yearbook/Newspaper	
a. Jr./Sr. High School	$1700
b. Elementary	$600
11. Renaissance	
a. Jr./Sr. High School	$525
b. Elementary	$525
12. Esports	$1500
13. Building Level Technology Assistants	
a. Jr./Sr. High School	$1000
b. Elementary	$1000
14. Archery	$2000
B. Athletic Coaches	
1. Cheerleader Sponsor	
a. Varsity/J.V. (Boys/Girls Events)	$2,500
b. 7th/8th Grade (Boys/Girls Events)	$1200

c. 5th/6th Grade	$600
2. Boys'/Girls' Cross-Country Coaches	
a. Varsity/J.V.	$2500
b. Junior High (6th, 7th, 8th)	$1400
3. Boys' Soccer Coaches	
a. Varsity	$2500
b. J.V. / Assistant	$1500
4. Girls' Soccer Coach	
a. Varsity	$2500
b. J.V. / Assistant	$1500
5. Boys'/Girls' Jr. High Soccer Coach (6th, 7th, & 8th Grade)	$1200
6. Girls' Volleyball Coaches	
a. Varsity	$4500
b. J.V. / Assistant	$2500
c. 8th Grade	$1200
d. 7th Grade	$1200
e. 6th Grade	$900
7. Boys' Basketball Coaches	
a. Varsity	$6300
b. J.V. / Assistant	$3500
c. 8th Grade	$1750
d. 7th Grade	$1750
e. 6th Grade	$1200

f. 5th Grade	$1200
8. Girls' Basketball Coaches	
a. Varsity	$6300
b. J.V. / Assistant	$3500
c. 8th Grade	$1750
d. 7th Grade	$1750
e. 6th Grade	$1200
f. 5th Grade	$1200
9. Boys' / Girls' Track Coach	
a. Varsity & J.V.	$3000
b. Assistant (Field Events)	$1500
c. Assistant (Running Events)	$1500
10. Boys' / Girls' Jr. High Track Coach (6th, 7th, & 8th)	$1500
11. Boys' Golf Coach	
a. Varsity & J.V.	$2200
12. Girls' Golf Coach	
a. Varsity & J.V.	$2200
13. Boys' Baseball Coach	
a. Varsity	$4000
b. Assistant / J.V.	$2000
c. Jr. High	$1600
14. Girls' Softball Coach	
a. Varsity	$4000

b. Assistant / J.V.	\$2000
c. Jr. High	\$1600
15. Boys' / Girls' Varsity Swim Coach	\$3500
16. Boys' / Girls' Jr. High Swim Coach (6^{th}, 7^{th}, & 8^{th})	\$1600
17. Pool Supervisor	\$500

NOTE: For Informational Purposes Only

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- SICK LEAVE BANK WITHDRAWAL APPLICATION FORM

I hereby apply for the withdrawal of _____ days on a loan basis from the Sick Leave Bank. I certify that all of my available accumulated sick leave has been exhausted, making it necessary for me to apply for this loan of sick days. Application must be accompanied by a physician's note stating possible length of absence and nature of illness or event.

The reason I am applying for this loan is as follows: (Use additional sheets if necessary).____

____

____

____

I understand that if this loan is granted, I am obligated to repay the days borrowed at a minimum rate of three (3) days per school year until the loan is fully repaid. I further understand that if I leave the school corporation prior to retiring at age 62 and still owe days to the Sick Leave Bank, I will either:

(a) Repay the value of the remaining days through any funds available to me at my current daily rate,

(b) Transfer any accumulated sick leave days and/or personal business days to the Bank as payment for the loan,

(c) Or will make arrangements satisfactory to the Sick Bank Committee for the monetary repayment of the sick days loaned to me.

REQUESTED BY_________________________ DATE______________________

****

RECEIVED ON_____________________ **BY**____________________________
Chairperson, Sick Leave Bank Committee

COMMITTEE ACTION:	DIRECTOR OF PAYROLL ACTION:
Approved_________________________	Approved_____________________
Disapproved______________________	Disapproved___________________
Date______________________________	Date__________________________

RECEIVED ON____________________**BY**________________________________
Director of Payroll

Oregon-Davis Grievance Report Form

Step___________
Date___________________________

Grievant________________________

Building________________________

Grievant Assignment____

Date Grievance Occurred____

Statement of Grievance (include Article and Paragraph of contract that was violated)

Relief Sought

Disposition at this step

Signatures

_______________________________________ **Grievant**

_______________________________________ **Administrator**

_______________________________________ **ODCTA Representative**