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District Counter – July 29, 2021

## ARTICLE II. BUSINESS

### Section A: Dues Deduction

1. **Members:** Upon receipt of a written authorization, the District shall deduct ~~an amount equal to the fees and~~ dues required for membership in the Association, including NEA, WEA and UniServ.

The dues deduction form and authorization shall remain in effect from year to year, unless withdrawn in writing by the employee to WEA using the procedure outlined on the membership enrollment form. ~~during the thirty days immediately preceding the start of the student school year. Dues deduction forms must be delivered to the business office within thirty days from the start of the student school year, or within thirty days of an individual's beginning date of employment, whichever is later.~~

- ~~2. **Hold Harmless Agreement.** The Association agrees to and will indemnify and hold the District harmless against any claim made and any suit instituted against the District resulting from any deduction of Association dues due to Association error. The Association agrees to refund to the District any amounts paid to the Association due to that error. The Association shall have the right to select counsel in the defense of any suit against the District resulting from the deduction of Association dues.~~

- ~~3. **Representation Fee:** No member of the bargaining unit shall be required to join the Association; however, those employees who are not Association members, but are members of the bargaining unit, shall be required to pay a representation fee to the Association. The amount of the representation fee shall be determined by the Association, but shall be no more than local dues, and transmitted to the business office in writing. The representation fee will be regarded as fair compensation and reimbursement to the Association for fulfilling its legal obligation to represent all members of the bargaining unit. In addition, non-members shall pay an amount equivalent to the sum of the NEA, WEA and UniServ fees to a non-religious charity of their choice.~~

~~In the event that the representation fee is regarded by an employee as a violation of their right to non-association, such objections shall be resolved according to the provisions of RCW 41.59.100, or the Public Employment Relations Commission.~~

Representation fee language was removed in the 2021 contract negotiations. If changes to current law allow, this language will revert back to the 2018-2020 contract language.

7-29-21 agree

## ARTICLE III. EMPLOYEE RIGHTS

### Section F: Assignments, Transfers, and Vacancies

#### 5. Administrative Transfers:

- a. The District may transfer employees to positions for which they have proper certification if transfers are deemed necessary by changes in the Basic Education program following the procedures and conditions referenced in Article III, Section F.
- b. Notice of a need for administrative transfer shall be posted via email for a period of five (5) days. If, at the end of the 5-day period, no interest has been expressed, the Administration will consider all employees who meet the necessary qualifications, pursuant to Section F, Paragraph 1 above. When more than one employee meets the qualifications, the most senior employee shall have the first right of acceptance.
- c. An administrative transfer shall be made after the building principal(s) or the Superintendent has personally contacted the affected employee by stating the specific educationally sound reason(s) for selecting the employee for such a transfer. The transferred employee is entitled to discuss his/her personal desires at that time.
- d. When requested, an employee selected for transfer during the school year shall be released from teaching for five (5) ~~up to two (2)~~ days at the employee's option to prepare for the new assignment. The preparation time must be scheduled within one (1) week of the transfer date. If the employee is transferred within two (2) weeks of the start of school year the employee will receive five (5) days per diem pay. Additionally, the transferred employee will receive the training required to perform the duties of the new position.
- e. The affected employee who is required to transfer during the school year may request assistance from the Administration to help move the transferee's instructional materials.

District 7-29-21 More discussion needed/

## ARTICLE IV. EVALUATION AND PROBATION

### Section E: Comprehensive Evaluation Option

A comprehensive evaluation will be required for all teachers who are provisional employees or who have received a level 1 or level 2 rating in the previous year. Certificated classroom teacher must have a comprehensive evaluation every six (6) years. All continuing classroom teachers will be required to complete a comprehensive



evaluation once every four years.

## **Section F: Focused Evaluation Process**

If a non-provisional teacher has scored at Proficient or higher the previous year, they will be evaluated using the Focused Evaluation mutually agreeing upon the focused criteria. The teacher may remain on the Focused Evaluation for five (5) ~~three (3)~~ years before returning to the Comprehensive Evaluation unless the evaluator notifies the employee of the change to a comprehensive evaluation by Oct. 1 of any given year. While an employee is on a Focused evaluation, the summative score from the most recent comprehensive evaluation becomes the focus summative evaluation score. Should a teacher provide evidence of exemplary practice on the chosen focused criterion, a level 4 (Distinguished) score may be awarded by the evaluator, for that school year.

7-29-21 Agree

## **ARTICLE VI – INSTRUCTION**

### ***Section C: Workload and Class Size***

#### **1. Class Size Provisions:**

- a. The following class size provisions may be waived due to severe funding cutbacks, levy failure, significant enrollment decline, or other emergencies as determined by the Board of Directors which may occur in the District.

Grades Kindergarten (K) through three (3)	twenty <del>(20)</del> <u>three (23)</u> per
day Grades four (4) through six (6)	twenty <del>three (23)</del> <u>six (26)</u>
per day	
Grades seven (7) through twelve (12)	twenty <del>five (25)</del> <u>nine (29)</u>
	per period
K-6 Music & PE	twenty <del>five (25)</del> <u>nine (29)</u>
	per period
Grade 7 through (12) P.E.	<del>forty (40)</del> <u>thirty (30)</u> per period
Grade 7 through (12) Music	<del>forty (40)</del> <u>thirty (30)</u> per period

- b. Teachers who have special education students in their classroom will be able to count those students up to 1.5 FTE if those students require accommodations and modifications that the teacher must provide in their academic program. The special education administrator, with regular and special education teacher input, will assign weighting factors to special education students for class size determination only. Administrators or teachers may request the student weighting process when class sizes are approaching overload status. These weighting factors will reflect at least the following challenges for a regular classroom teacher who will be responsible for mainstreaming this student in their classroom.

1. Behavior challenges/modifications
2. Planning for accommodations in curriculum
3. Majority of school day spent in the regular education setting
4. Providing a different education program in the classroom

The weighting factors will range from 1.0 (no added weight) to 1.5 (severely disabled students that are still in a classroom, without support). This value will be kept for the school year in the Special Education office, but may be adjusted as student schedules or services change.

Time in classroom and academic level discrepancy will be considered as factors for determining overload resolutions. Special education staff will take part in the resolution process.

- c. In the interest of developing a quality band and choir program, the enrollment in a 5<sup>th</sup> through 12<sup>th</sup> grade and choir band classes may exceed the maximum numbers in paragraph a. above if approved by the teacher., ~~unless the class composition creates management issues.~~

2. **District Monitoring Requirement and Options:** The District shall monitor employee workload and shall ~~attempt to~~ relieve any class size overload. The employee ~~and the principal~~ will review the resolution options below and communicate his/her choice to the Principal. ~~that best serve the needs of the employee and his/her students.~~ Resolution will occur within ten (10) days of the overload occurring. These resolutions may include ~~but are not limited to:~~

- a. Classroom assistance for a minimum of 50 additional minutes per day;
- b. Clerical assistance for a minimum of 50 minutes per day;
- c. Additional or alternative instructional equipment;
- d. Student transfers.
- e. Teacher compensation for students in excess of the numbers specified in paragraph 1a. above;  
\$16 per student per day for K-6  
\$4 per student per class period for 7-12

#### ***Section D: Pupil-Teacher Overload and Resolution Procedure***

1. The ~~principal and the~~ affected employee(s) will ~~confer~~ meet with the building principal to discuss the teacher's choice of the above ~~alternative~~ resolutions. ~~and come to an agreement within three (3) working days. Agreement on a resolution between the employee and the principal will require~~ Implementation of the chosen resolution will occur within 5 calendar days of the choice being communicated to the Principal.



~~following an agreement.~~

- ~~2. The principal and employee may meet with the superintendent within the 5 day implementation period if extraordinary action must be taken that exceeds the principal's authority.~~
3. Failure to ~~resolve~~ address an overloaded classroom within the time allotted may result in a grievance by the Association.

7-29-21 CCL/ see District proposal

### **Section I: Curriculum Adoption**

The district will provide the necessary curriculum for employees. This curriculum will be updated and reviewed on a regular basis with no more than one (1) major curriculum adoption per academic year. Each building will have a representative from the appropriate department or instructional area when their respective curriculum is up for review and or adoption.

7-29-21 Reject(Board responsibility)

### **Section J: IEP Writing**

1. **Release Time:** Special education classroom teachers, including pre-school, who serve students on a daily basis and write IEP's, will be provided one (1) day per year of release time. Such release time may be used in two (2) half days or one (1) full day to either write IEP's or hold several IEP meetings. This time will be worked within the school setting. Special education employees will coordinate this release time with their Principal or the Director of Special Education prior to its use.
2. **Per Diem Days:** Special education employees who write IEPs and daily serve students shall receive two (2) per diem days, paid on a time sheet, each year for the purpose of writing IEP's.

7-29-21 See District proposal

## **ARTICLE VII. LEAVES**

### **Section A: Illness, Injury and Emergency (Sick Leave)**

1. **Accumulation:** Sick leave shall be granted to each employee at the beginning of the contract year in the amount of twelve (12) days a year to the maximum 180 days accumulated.

Part-time employees shall be granted sick leave in ratio to the time employed.

2. **Use:**

- a. **Personal Illness or Injury:** The District shall grant sick leave to an employee when the employee is unable to perform duties because of personal illness or injury, or the need to attend medical, dental or ocular appointments. An employee may also use sick leave for pregnancy disability or for bonding/caring for a newborn, adopted or foster child, or if the employee or the employee's family member is a victim of domestic violence, sexual assault, or stalking.
- b. **Maternity/Paternity/Adoption:** The employee may use sick leave for pregnancy, childbirth, ~~or~~ related temporary disability, bonding with a child, adoption, foster child placement, or paternity. Employees requesting such maternity, paternity or adoption leave shall notify the District as early as possible prior to the beginning of the leave and shall submit a written statement to the Superintendent to indicate the expected date of return ~~at the time the leave is requested. Within thirty (30) days after childbirth, the employee shall inform the District of the expected day when s/he will return.~~ The employee shall notify the District of the exact date of return as soon as the employee knows that date. In lieu of use of sick leave ~~for maternity purposes~~, an employee may specify that all or part of the maternity leave be a leave without pay. Under such condition, such leave shall be granted.

7-29-21 Agree

- c. **Family Illness:** The District shall grant sick leave to employees in the event of illness within the family of the employee.
- d. **Emergency:** The employee may use sick leave in the event the employee has an emergency, defined as a problem that has been suddenly precipitated or is unplanned.
- e. **Bereavement:** ~~Additional~~ Bereavement leave shall be granted to each employee to be taken from sick leave.

7-29-21 Reject

- 3. **Notice of Use:** An employee who knows in advance that he/she will be absent shall notify his/her principal immediately AND shall enter the need for a substitute into the Substitute Online System or other notification system that is used in the event the Substitute Online system is not the current one in use to ensure proper planning for a substitute.
- 4. **Leave Verification:** Any employee claiming sick leave benefits of more than five (5) consecutive school days from accumulated sick leave, shall upon request, submit a physician's statement the fifth school day after the first day of illness and every twenty (20) school days thereafter while the illness persists. Employees who have used more



than 12 sick days in a year may also be required to submit a physician's statement upon request to confirm an illness has occurred or is currently being treated. The District will incur any costs associated with this request including but not limited to the insurance copayment, transportation, patient responsibility costs, etc.

5. **Sick Leave Exhaustion:** In the event an employee is absent more than the period of accumulated sick leave, he/she shall have his salary deducted equal to his/her pay per contract day. Such deductions shall be made from the month of August check, unless other arrangements can be worked out through the business office to deduct pay more evenly in the months prior to August. Should an employee need more leave, the employee may request a long-term leave, according to the terms of Article VII, Section G.
6. **Guarantee of Equivalent Position:** While an employee is on sick leave, he or she shall be classified as an employee and shall receive the same treatment with respect to salary, wages, and employee benefits as the employee would normally receive and will be guaranteed an equivalent position upon return from sick leave.
7. **Annual Sick Leave Buy-Back Option:** Employees may cash in the previous year's accumulation of unused sick leave days as established by the Washington State legislature and in accordance with RCW 28A.400.210. Employees are encouraged to contact the Business Office for rules and regulations regarding the State's remuneration of benefit plans for unused sick leave.
8. **Death or Retirement Sick Leave Buy-Back Option:** At the time of separation from District employment due to retirement (as recognized by the Washington State Teacher's Retirement System, whether or not the employee was a participating member of the system) or death, employees are entitled to compensation for accumulated sick leave as defined in RCW 28A.400.210. Employees are encouraged to contact the District business office for information.

The monies paid pursuant to this provision shall not be included for the purpose of computing a retirement allowance under any public retirement system in the state, and shall be in accordance with the rules and regulations of the Superintendent of Public Instruction.

9. **VEBA:** Employees may participate in a qualified VEBA plan as prescribed by law and regulation and subject to a Memorandum of Understanding as approved by the District. The Association will meet annually to approve procedures of participation as prescribed by law and regulation. Those Association members who have in excess of 180 accumulated days may participate in the vote, majority deciding. A tie will be decided by lot.
10. **Sick Leave Sharing:** Employees may donate sick leave to come to the aid of another employee who is suffering from an extraordinary or severe illness, injury, impairment or physical or mental condition which causes or is likely to cause the employee to take leave without pay or terminate his or her employment. **An employee may also use this leave for pregnancy disability or for bonding/caring for a newborn, adopted or foster child, or if the**

employee or the employee's family member is a victim of domestic violence, sexual assault, or stalking. An employee may retain up to forty (40) hours of their sick leave when applying for leave sharing. A physician's statement may be requested by the district clearly identifying the condition as "extraordinary or severe" before leave sharing shall be implemented. Donation regulations and limitations are defined in RCW 28A.400.380 and RCW 41.04.665. Employees considering Sick Leave sharing should contact the District business office for current State regulations and procedures for sharing. An employee may retain up to forty (40) hours of their accrued sick leave when applying for sick leave sharing.

7-29-21 Agree

## Section E: Personal Leave

1. **Days:** The District shall grant employees three (3) days of paid personal leave per year.  
A. Teachers may elect to be compensated at their daily per diem rate ~~the rate of \$150 per day~~ in lieu of using personal leave days.
2. **Notice:** Except for an unforeseen emergency, the employee shall request their use from their building principal two (2) days prior to the leave being taken. When leaves are denied, specific reasons shall be given.
3. **Substitute Limitation:** The granting of any personal leave will be dependent upon the availability of substitutes for the time requested. No personal days will be granted in June unless approved by the building administrator.
4. **Accumulation of Personal Leave Days:** Employees may elect to carry over up to two (2) personal leave days each year. These carry over days can be combined with the current year's three (3) days, for a maximum of five (5) days that could be used in any one year. Such five (5) days can be taken consecutively.
5. **Notification:** The District will automatically roll over personal days at the maximum amount and pay unused days that are not rolled over to the next school year. If an employee decides to cash out any unused personal leave days that would automatically roll over, he/she must notify the District prior to June 1<sup>st</sup>.

Employees electing to use five (5) consecutive personal leave days shall give a minimum notice of ten (10) calendar days prior to intended use.

7-29-21 CCL

## Section H. Family Sick Leave

Two (2) days of family sick leave shall be provided to employees for a relative in the family. For the purposes of this provision, family shall mean spouse, parent, child, grandchild, grandparent, sibling or those of the employee's spouse, or others for whom the employee is legally responsible. After two (2) days, additional family sick leave shall be deducted from sick leave.



7-29-21 Reject

## **Section I. Bereavement Leave**

One (1) to five (5) days of paid bereavement leave shall be available to employees for each death of a family member. Bereavement leave may be used for the death of a family member to include child, spouse, parent, step- parent, grandchild, grandparent, parent-in-law, and sibling. One (1) day of bereavement leave is available for the death of a close personal friend, aunt, uncle or cousin. Additional days beyond the one (1) day of bereavement may be requested of the superintendent in extenuating circumstances.

7-29-21 New Language? Discuss

## **ARTICLE VIII. FISCAL MATTERS**

### **Section C: Extended Work Year**

#### **TRI – Time, Responsibility, and Incentive**

##### **Time (T)**

~~For the 2018-19 school year only, there will be three (3) District Directed days scheduled on August 28, 2018, October 12, 2018, March 15, 2019, and two (2) teacher floating days. These floating days may be used at the teacher's discretion in 2018-19 only. The days described above will be paid on a five (5) day supplemental contract at the employee's daily per diem rate.~~

~~In 2019-20 and beyond,~~ Each certificated employee will be issued a supplemental contract for five (5) district directed days at the employee's daily per diem rate. These days include;

1. The day that is two days before the first student day.
2. The day immediately before the first student day. This day will have up to two (2) hours directed by the District in the morning with the remainder of the time used in the building at the direction of the Building Leadership Team.
3. There will be three (3) additional days scheduled by the District for professional development. One (1) day will be scheduled in October and one (1) day will be scheduled in March. The third (3<sup>rd</sup>) day will be scheduled by the District and placed on the District calendar. If possible these days will be scheduled on the District calendar prior to the end of the current school year.

##### **Responsibility (R)**

Additional compensation for responsibilities above "Basic Education" requirements may be added in this category provided they meet the definition of enrichment as defined by OSPI.

7-29-21 Agree

## **Incentive (I)**

### **Employee Retention**

Upon completion of a school year and signing and fulfilling a contract for the next year, employees will be paid the following in their July paycheck.

<u>Signing after year one (1) and completing year two (2)</u>	<u>\$500</u>
<u>Signing after year two (2) and completing year three (3)</u>	<u>\$750</u>
<u>Signing after year three (3) and completing year four (4)</u>	<u>\$1000</u>
<u>Signing and completing each year after year four (4)</u>	<u>\$1000</u>

~~The District and the Association agree to a Memorandum of Understanding (MOU) to study the possibility of a stipend in this category. This study will occur during the 2018-19 school year. The MOU group will consist of two (2) administrators chosen by the District and two (2) certificated employees chosen by the Association. The group will study the possibility of a stipend for "distinguished" work in Criterion #8.~~

7-29-21 ~~Reject~~

## ***Section D: Salary***

### **11. Legislative Salary Increase**

The Salary Schedule (Appendix C) will be increased annually by either the Implicit Price Deflator (IPD) or the increase in the State allocation for certificated educational employees whichever is higher.

7-29-21 ~~Reject new language~~

## ***Section F: Fringe Benefits***

The District shall provide qualified employees with insurance benefits, beginning January 2020, that align with the rules and regulations set by the SEBB (School Employee Benefits Board).

- A. Availability:
  - 1. Employees are qualified if they work or will work a minimum of 630 hours during the year. Paid leave hours shall count towards the 630 hours used to determine eligibility for benefits. For purposes of benefits provided under SEBB, a school year shall mean September 1 through August 31. The effective date of coverage is the first day of the month following the day the employee begins work.
  - 2. Open enrollment begins as per SEBB rules
  - 3. Individuals must enroll on-line themselves or with forms provided by SEBB.
- B. Benefits



1. Qualified Employees will be provided SEBB benefits that include medical, dental, vision, basic life/accidental insurance and long-term disability insurance. Employees may select optional benefits at their own expense.
2. Employees will select a carrier approved by SEBB and available in the county they live in or as per SEBB rules.
- C. Premiums
  1. The district shall pay their portion of the employee premium as established by SEBB.
  2. Employees will be responsible for their portion of the premium.
  3. Premium surcharges will be paid by the employee.
- D. Benefit Termination:

Any employee terminating employment shall be entitled to receive the District insurance contribution for the remainder of the calendar month in which the contribution is effective. In cases where separation occurs after completion of the employee's full contract obligation (i.e. the end of the school year), benefit coverage will continue through August 31 of that year.
- E. Implementation Issues

The parties agree to meet and negotiate, to the satisfaction of both parties, any discrepancies or disagreements that develop as the SEBB program is implemented.

Should any contract language be found not to be allowed under State law and/or SEBB rules, State law and SEBB rules shall govern.

- ~~1. **State Insurance Contribution:** Beginning September 1, the District shall provide the maximum state insurance contribution funded by the state per month per FTE on a pooled basis. In lieu of HCA payments billed by the state for the retiree's health benefits (Health Care Retiree Contribution) in 2015-16, a professional responsibility stipend of \$312 shall be given per FTE. Starting in 2016-17 and each year thereafter, the District shall pay sixty-five dollars (\$65) per month of the HCA. District funding for this benefit is contingent upon Levy passage.~~
- ~~2. **Part-Time Employees:** Employees less than full time will receive a pro-rata share, based on their percentage of FTE, of the maximum contribution.~~
- ~~3. **Available Programs:** Employees may use the monthly premium to provide the programs listed below:~~
  - ~~a. WEA Select Health Plans (including WEA Select HMO)~~
  - ~~b. Vision Care Plan~~
  - ~~c. Washington Dental Service Plan~~
  - ~~d. Orthodontia~~
- ~~4. **Pooling:** The intent of the Parties is to provide the maximum insurance contribution provided by the state to the employee pool. To gain maximum utilization of the total~~

~~State insurance contribution provided by law for employees, the District shall contribute the maximum provided to an insurance pool to be distributed among employees, to those who do not generate sufficient monies to cover the full cost of medical coverage.~~

~~The District contribution toward medical/life, dental and vision insurance does not provide funds for double coverage of medical/life benefits for husbands/wives/children where both are employed by the District. Therefore, if certificated husbands and wives from this District choose to have double coverage for themselves and/or children, they will be expected to pay the difference in premium.~~

~~a. Pursuant to ESSB 5940 — Section 2(2)(c) requiring each employee included in the pooling arrangement who elects medical benefit coverage to pay a minimum premium charge subject to collective bargaining: OEA members minimum payment will be \$1.00.~~

- ~~5. **District Medical Pool Contribution:** The District will create a pool of \$40,000 to be distributed to those certificated staff members who insure family members in addition to themselves, excluding COBRA insured. This pool is in addition to the pool cited in paragraph 4 above. Pool contributions are dependent upon levy passage.~~
- ~~6. **Sequence:** From the dollar amount available to each employee, first shall be deducted the cost of the dental and vision insurance programs, with the remaining monies available for application to one of the medical insurance programs.~~
- ~~7. **Review:** The Parties shall jointly review coverage and carriers at least annually. No change in carrier or coverage shall be made without a two-thirds vote of the Association supporting the change.~~
8. **Additional Options:** In addition, any employee may participate in any other approved voluntary programs, provided, all premiums will be paid from payroll deductions by the employee and are approved by SEBB. ~~Such premiums/deductions will not be included in any pooling calculations.~~
9. **Deductions:** Upon receipt of written authorization from each employee, the District agrees to deduct from the salary of its employees, premiums for those insurance and annuity programs pursuant to RCW 28A.405.400. The sums that are deducted as premiums for such insurance and annuity programs will be forwarded in accordance with the written authorization.
10. **Employees on Leave or RIFed:** An employee who is on District approved leave or has been laid off by District action, and is in the reemployment pool, shall be eligible to participate at their own expense in the health insurance program, if the employee so desires.



## Appendix C: Salary Schedule

Proposed Salary Schedule Increase for 2021-22 is 7% (2% IPD + 5.0%)

7-29-21 See District proposal 7-23-21

Year 1- IPD plus 1

Year 2- IPD

Year 3- IPD

Years of Service	2021-22 Oroville EA Salary Schedule							MA+90 or Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	
0	\$ 48,202	\$ 49,504	\$ 50,852	\$ 52,205	\$ 56,543	\$ 57,791	\$ 62,128	\$ 64,925
1	\$ 48,851	\$ 50,170	\$ 51,537	\$ 52,948	\$ 57,332	\$ 58,433	\$ 62,816	\$ 65,594
2	\$ 49,469	\$ 50,801	\$ 52,182	\$ 53,702	\$ 58,073	\$ 59,079	\$ 63,449	\$ 66,258
3	\$ 50,106	\$ 51,451	\$ 52,847	\$ 54,415	\$ 58,777	\$ 59,692	\$ 64,051	\$ 66,929
4	\$ 50,730	\$ 52,135	\$ 53,539	\$ 55,163	\$ 59,550	\$ 60,335	\$ 64,723	\$ 67,621
5	\$ 51,376	\$ 52,787	\$ 54,206	\$ 55,919	\$ 60,290	\$ 60,989	\$ 65,362	\$ 68,316
6	\$ 52,040	\$ 53,421	\$ 54,886	\$ 56,684	\$ 61,035	\$ 61,658	\$ 66,009	\$ 68,978
7	\$ 53,205	\$ 54,606	\$ 56,092	\$ 57,988	\$ 62,403	\$ 62,912	\$ 67,326	\$ 70,379
8	\$ 54,912	\$ 56,389	\$ 57,909	\$ 59,963	\$ 64,437	\$ 64,885	\$ 69,362	\$ 72,524
9		\$ 58,235	\$ 59,831	\$ 61,958	\$ 66,537	\$ 66,879	\$ 71,462	\$ 74,733
10			\$ 61,775	\$ 64,057	\$ 68,696	\$ 68,979	\$ 73,621	\$ 77,001
11				\$ 66,216	\$ 70,957	\$ 71,139	\$ 75,882	\$ 79,328
12				\$ 68,306	\$ 73,278	\$ 73,383	\$ 78,201	\$ 81,754
13					\$ 75,657	\$ 75,706	\$ 80,579	\$ 84,236
14					\$ 78,046	\$ 78,098	\$ 83,125	\$ 86,815
15					\$ 80,076	\$ 80,128	\$ 85,286	\$ 89,072
16 or More					\$ 81,678	\$ 81,730	\$ 86,991	\$ 90,852

## APPENDIX D: Supplemental Contract Salary Schedule

Appendix D needs to be reviewed to see if there are positions that should be added or removed.

Appendix D supplemental contract amounts will be increased by 5.6% to stay current with the IPD increases from 2018-2021. In future years the schedule will be increased by IPD.

7-29-21 District agree to increase contingent on accepting our Supplemental Language

<b>OROVILLE SCHOOL DISTRICT NO. 410</b> <b>CERTIFICATED SUPPLEMENTAL CONTRACTS</b> <b>SALARY SCHEDULE</b> <b>POSITIONS INCLUDED IN TEACHERS' MASTER CONTRACT</b>						
September 31, 2018 – August 31, 2020						
Years of Experience						
Name of Activity	0	1	2	3	4	5
MUSIC/BAND/CHORUS	\$6,971	\$7,065	\$7,155	\$7,247	\$7,337	\$7,431
ANNUAL	\$1,787	\$1,811	\$1,834	\$1,859	\$1,882	\$1,906
H.S. KNOWLEDGE BOWL	\$1,787	\$1,811	\$1,834	\$1,859	\$1,882	\$1,906
JR. HIGH KNOWLEDGE BOWL	\$1,430	\$1,449	\$1,468	\$1,487	\$1,505	\$1,525
JR. HIGH HONOR SOCIETY	\$715	\$725	\$734	\$743	\$753	\$762
H.S. HONOR SOCIETY	\$715	\$725	\$734	\$743	\$753	\$762
6TH GRADE CAMP DIRECTOR	\$2,860	\$2,898	\$2,935	\$2,973	\$3,010	\$3,048
ASST. 6TH GRADE CAMP DIR.	\$1,430	\$1,449	\$1,468	\$1,487	\$1,505	\$1,525
7-8 ASB ADVISOR	\$894	\$906	\$918	\$929	\$941	\$952
SENIOR PROJECTS COORDINATOR	\$1,430	\$1,449	\$1,468	\$1,487	\$1,505	\$1,525
DRAMATICS	\$1,430	\$1,449	\$1,468	\$1,487	\$1,505	\$1,525
READING COACH	\$3,932	\$3,986	\$4,036	\$4,088	\$4,139	\$4,192
HEAD GRADE LEVEL ADVISOR	\$894	\$906	\$918	\$929	\$941	\$952
<div>TEACHER BEFORE &amp; AFTER</div> <div>CONTRACT DAY/HRLY RATE: (.001 of Base Salary)</div>						