

**Ashland School District No. 5
and
Ashland Education Association**

2026-2029 Agreement

Table of Contents

PREAMBLE	4
ARTICLE 1 – Status of Agreement.....	4
ARTICLE 2 – Council Rights and Privileges	5
ARTICLE 3 – Grievance Procedures.....	6
ARTICLE 4 – Complaint Procedures	9
ARTICLE 5 – Evaluations and Professional Development.....	11
ARTICLE 6 – Classroom/Learning Space Control and Discipline	13
ARTICLE 7 – Specific Duties and Functions of Members	14
ARTICLE 8 – Personnel and Working Files	14
ARTICLE 9 – Supervision of Student Teachers	15
ARTICLE 10 – Additional Duties	15
ARTICLE 11 – Extended Contract.....	16
ARTICLE 12 – Assignment of Licensed Employee Work to Non-Licensed Staff	16
ARTICLE 13 – Retirement.....	16
ARTICLE 14 – School Work Year	21
ARTICLE 15 – Class Size and Composition.....	23
ARTICLE 16 – Paid Leaves	23
ARTICLE 17 – Unpaid Leaves of Absence	33
ARTICLE 18 – Management Rights	36
ARTICLE 19 - Member Rights – Just Cause Provision	37
ARTICLE 20 – Strikes and Work Stoppage	Error! Bookmark not defined.
ARTICLE 21 – Employee Assignments, Exchanges and Job Shares	38
ARTICLE 22 – Vacancies, Voluntary and Involuntary Transfers, and Reassignments.....	39
ARTICLE 23 – Layoff and Recall.....	42
ARTICLE 24 – Dues Deduction, Employee Information, & New Hire Orientations	46
ARTICLE 25 – Compensation	48
ARTICLE 26 – Insurance	51
ARTICLE 27 – Travel Expense and Reimbursement	53
ARTICLE 28 – Compliance Between Individual Contracts and Master Agreement.....	53
ARTICLE 29 – Site-Based Decision Making/Contract Waiver	53
ARTICLE 30 – Retirement Program	54
ARTICLE 31 – Intellectual Property	54

ARTICLE 32 – Contract Maintenance.....	55
ARTICLE 33 - Itinerant Bargaining Unit Members.....	55
ARTICLE 34 - Part-Time.....	56
ARTICLE 35 - Health & Safety.....	57
ARTICLE 36 - Non-Discrimination.....	57
ARTICLE 37 - Duration.....	58
ARTICLE 38 – Execution - Signature.....	58
APPENDIX A-1 – 2026-2027 Licensed Employee Salary Schedule	59
APPENDIX A-2 - 2027-2028 Licensed Employee Salary Schedule	60
APPENDIX A-3 - 2028-2029 Licensed Employee Salary Schedule.....	61
APPENDIX A-4 – Longevity Schedule	62
APPENDIX B – Extra Duty Assignments.....	63
APPENDIX C – Unpaid Leaves of Absence Request.....	69
APPENDIX D – Contract Maintenance Committee Referral Form	70
APPENDIX E – Prep Time Problem Solving & Help Form	71

PREAMBLE
CONTRACT BETWEEN
THE SOUTHERN OREGON BARGAINING COUNCIL
AND
SCHOOL DISTRICT NO. 5
JACKSON COUNTY OREGON

- A. This Agreement is entered into between the Ashland School Board on behalf of the Ashland School District No. 5, Jackson County, Oregon, herein referred to as the "Board" or "District" and the Southern Oregon Bargaining Council, herein referred to as the "Council" or "Association."
- B. The intent of this Agreement is to set forth and record herein the basic and full agreement between the parties on those matters pertaining to wages, hours and conditions of employment for certified personnel included in the bargaining unit.

ARTICLE 1 – Status of Agreement

- A. The Board recognizes the Council as the sole and exclusive collective bargaining representative for all regular full-time and regular part-time (half-time or more) licensed employees.
- B. Supervisory, confidential employees, and per diem substitutes specifically excluded from the bargaining unit.
- C. This Agreement shall not be modified in whole or in part by either party except through renegotiation. Such modification shall be approved by the Council and the Board and reduced to writing.
- D. If any provision of this Agreement is held to be by operation of law or by any tribunal, of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such court or tribunal, the remainder of the Agreement shall not be affected thereby, and upon request of either party negotiations shall be initiated to attempt to arrive at satisfactory replacement for such provision.
- E. Within one month of ratification of this Agreement by both parties, the District shall provide members with access to an electronic copy of the ratified Agreement. The District shall provide a printed copy of the contract to a member upon request. All agreed upon Memorandum of Agreements shall be posted on the District website upon ratification.
- F. The parties agree that if a successor Agreement is not ratified by the expiration date of this Agreement that the existing Agreement shall be maintained until a successor Agreement is ratified.

ARTICLE 2 – Council Rights and Privileges

A. RELEASED TIME FOR MEETINGS AND DESIGNATED REPRESENTATIVES

The Association may designate any members of the bargaining unit to be representatives of the Association. The Association may also designate staff of their state and national affiliates as representatives of the Association. The District shall grant designated bargaining unit representatives, who are District employees, reasonable paid time to perform union duties during regular scheduled work hours without loss in pay, benefits, leave accrual, or seniority. Duties of a designated representative include: investigate and process grievances; investigate and process workplace complaints; attend investigation and discipline meetings; prepare for and participate in administrative hearings, arbitration proceedings, and ERB hearings; participate in bargaining sessions; participate in labor management meetings; participate in new member orientations; comply with a subpoena; conduct one-on-one interviews with bargaining members; and perform any other duties as agreed upon by the union and the District.

The Association shall have the right to meet with current employees during regular work hours at the employees' worksite to address grievances, complaints, and matters related to employment relations.

B. COUNCIL LEAVE

The District shall provide in total ten (10) days of paid Council leave each year to the Association with no loss of pay to the designated representatives. Time spent in collective bargaining shall not count towards these ten (10) days. The Association shall have sole discretion to assign the Council leave. The Association shall pay for the cost of a substitute on days taken that are not spent in collective bargaining. Up to ten (10) additional days may be approved at superintendent discretion.

C. SCHOOL BOARD MEETINGS

The Board may place on the agenda of the regular Board meetings under "New Business" those matters to be presented by the Council to the Board for consideration. Such items for the agenda must be received by the Superintendent's office four working days prior to the regular board meeting.

D. FACILITIES AND EQUIPMENT

The Council may use available school facilities, equipment and supplies when such facilities, equipment and supplies are not otherwise in use, and provided such is not reserved for specific school purposes. The Council shall pay for the reasonable costs of all such facilities, equipment, and supplies, and for repairs necessitated as a result thereof. A written request must be submitted and approved by the District for such use.

The Association shall have the right to use District computers, internet access, email system,

and school mailboxes to conduct Association business. The Association shall comply with any Board policies, and local, state, and federal laws related to these modes of communication.

E. STAFF MEETINGS

Upon request, the Council's local representative will be allowed to speak at the conclusion of any staff meeting. The Association shall have the right to conduct building meetings before or after student arrival and/or dismissal, during meal periods, and during any other break periods. The Association shall have the right to select the time and place of meetings, provided that the meeting does not interfere with the District's operations. When all-member site or district meetings are scheduled, advanced written notice shall be provided to the administrator of that building. The Association shall have the right to conduct meetings without undue interference.

ARTICLE 3 – Grievance Procedures

The procedures for resolution of grievances are as follows:

A. DEFINITIONS

1. A "grievant" is a member, or group of members, or the Association on behalf of one or more of the members who initiates a grievance.
2. Grievance: Any claim by the Council or member/members that there has been a violation, misinterpretation, or misapplication of the terms and conditions of this contract.
3. The term "days" shall mean the grievant's contracted workdays. Weekend or non-contract days are thus excluded. In any grievance carried past the contract expiration date, "days" shall mean those days exclusive of weekend or District holidays.
4. The term "representative" is the one who may speak for and/or advise a party in interest.
5. The term "immediate supervisor" refers to the one who has direct administrative or supervisory responsibilities over the grievant in the area of the grievance.

B. PROCEDURE

1. The grievant must be present or represented at all steps of the procedure. The grievant may be represented by the person or persons of the grievant's choice at any step of these procedures.
2. The number of days indicated at each level should be considered maximum.

3. The time limits may be extended by mutual consent in writing by the parties involved at any level.
4. A grievance shall be considered resolved at any level at which the grievant fails to request further consideration of the grievance at the next level within the time limits specified in these procedures. Failure at any level of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the aggrieved to proceed to the next level.
5. There shall be no restraint, interference, discrimination, or reprisal exerted on any member choosing to use these procedures for resolution of grievances.
6. All documents, communications, and records of a grievance will be filed in the District office separately from the personnel files.
7. Each grievance shall be initiated within ten (10) days after the occurrence of the cause for the grievance. However, if the grievant did not become aware of the occurrence until a later date, the grievant must then initiate action within ten (10) days following the date upon which the grievant should reasonably have had knowledge of the cause. In failing to thus initiate action, the grievant may be considered to have no grievance.

C. LEVELS OF GRIEVANCE PROCEDURE

1. Level One - Informal:

The grievant will first discuss the grievance with their immediate supervisor within ten (10) days of grievance or knowledge of the grievance, either individually or accompanied by a representative with the objective of resolving the matter informally. The immediate supervisor shall communicate their decision in writing within seven (7) days.

2. Level Two – Formal:

If the grievant is not satisfied with the disposition of the grievance, the grievant may file a written grievance with their immediate supervisor within five (5) days following the decision at Level One. This grievance shall set forth the grounds upon which the grievance is based, the contract clauses involved, and the remedy requested. The immediate supervisor shall communicate their decision in writing within five (5) days to the grievant.

3. Level Three:

Within ten (10) days of receipt of the decision rendered at Level Two, that decision may be appealed further to the Superintendent. Appeals to the

Superintendent shall be reviewed and a meeting scheduled within ten (10) days of the grievant's submission of the appeal unless such meeting is waived by both parties.

Attendance at the meeting shall be restricted to persons officially involved. Within five (5) days of the meeting or review of the appeal, the Superintendent shall communicate to the grievant and to the Council the written decision including supporting reasons therefore.

4. Level Four:

Within five (5) days of receipt of the decision rendered at Level Three, that decision may be appealed further to the Board. Appeals to the Board shall be reviewed and a Board Hearing will be scheduled in a timely manner at the next regularly scheduled Board Meeting or Work Session provided that seven days' notice of the hearing can be provided to the Board. If seven days' notice cannot be provided to the Board, a special meeting will be scheduled within ten (10) days of the submission of the appeal.

5. Level Five:

- a. If the grievant is not satisfied with the disposition of the grievance at Level Four, or if no decision has been rendered within ten (10) days after the Board hearing, whichever is sooner, the grievant or the grievant's representative shall inform the Superintendent, in writing, within ten (10) days that their grievance is being submitted to arbitration.
- b. Within ten (10) days after such written notice of submission to arbitration, the Board and the grievant or the grievant's representative shall agree upon a mutually accepted arbitrator or to obtain such a commitment within a ten (10) day period. A request for a list of seven (7) arbitrators may be made to the Employment Relations Board (ERB) by either party. Both parties may mutually agree on an arbitrator. If both parties cannot mutually agree, the Council and the District shall alternately strike names from the list until only one remains. Striking order is determined by the winner of a coin toss. The person remaining shall be the arbitrator. The actual conduct of the hearing shall be in accordance with ERB procedures unless otherwise agreed to by the parties.
- c. The decision of the arbitrator shall be in writing and shall set forth findings of fact, reasoning and conclusions on the issue(s) submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law, or which would modify the scope and the terms of this Agreement. The decision of the arbitrator shall be submitted to the parties and shall be final and binding.

- d. The costs for the services of the arbitrator, including per diem expenses, shall be borne equally by the parties. Any other arbitrator expenses incurred shall be equally shared by the parties.

ARTICLE 4 – Complaint Procedures

- A. Any concerns made to a member’s supervisor about their performance, professionalism, or their abilities to perform their duties will be considered as a complaint and the following process will be followed.
- B. When bargaining unit members have complaints against each other (peers), the District/Association shall encourage members to meet with each other first. If one or more members is unwilling to do so or if there is no resolution after they meet with each other, the District/Association shall encourage them to seek assistance through the Association. Members have the choice of utilizing the Association’s services or not. If the complaint cannot be resolved through the Association, it will then go to administration, the complaint procedure herein will be followed, and the restorative justice process may be initiated.
- C. The District shall first attempt to resolve any situation involving a complaint informally. The member and the member’s immediate supervisor will attempt to resolve such matters collaboratively.
- D. Any complaint regarding a bargaining unit member made to the member’s supervisor or other person in authority about them which may:
 - 1. Influence or be referenced in that member’s evaluation;
 - 2. Result in disciplinary action;
 - 3. Be referred to in any proceeding against the member or
 - 4. Be placed in the member’s personnel fileshall be discussed with that member within six (6) working days or after its receipt unless it is impractical to do so within such time limit, because of absence of one or both of the parties.
- E. In any and all cases, complaints shall not be placed in a member’s personnel file or used in a member’s evaluations unless the complaint is in writing, a copy is given to and discussed with the member. If the complaints are to be placed in the member’s personnel file it shall be done within ten (10) working days of the discussion held between the supervisor and the member regarding the complaint, unless it is impractical to do so within such time limit, because of absence of one or both of the parties. The member and their representative (with member approval) shall be apprised of an overview of the complaint prior to the meeting with their administrator and pertinent information throughout the complaint process. Every effort shall be made to notify members of the complaint outside of the student contact day. The meeting shall be scheduled within three working days of notification. At the meeting with their administrator, the member and their representative shall be apprised of the full nature of

the complaint including the name of the complainant. The member shall have an opportunity to affix their signature to the complaint to acknowledge receipt of the complaint. The member shall have the right to attach a rebuttal.

F. The following process shall apply:

1. When the supervisor receives a first-time complaint, the supervisor shall have the following options:
 - a. Not relay the complaint to the member or;
 - b. Verbally relay the complaint to the member or;
 - c. Reduce the complaint to writing with a copy given to the member or present the written complaint to the member.
 - d. Inform the complainant of the public complaint procedure listed in KL-AR as revised/reviewed on 6/12/17 and ensure Step 1 (Initiating a Complaint) is completed. The District and Union shall meet to problem solve if the board policy is revised.
2. If the supervisor receives a second complaint of the same nature, the supervisor shall:
 - a. Verbally relay the complaint to the member or;
 - b. Reduce the complaint to writing with a copy given to the member or present the written complaint to the member.
3. If a meeting among the complainant, the supervisor, and the member is to be held, the supervisor will, prior to that meeting, meet with the member and discuss ways of handling the situation.
4. The member has the right to representation at all levels. Representatives (with member approval) shall be included in any follow-up communication from the administrator to the member.

G. A fully processed complaint consists of a written report of the investigation which states if the complaint is substantiated or unsubstantiated.

H. If a complaint is substantiated, it must go through the disciplinary process before any disciplinary action can be taken against a member.

I. Complaints must be fully processed before being used for evaluative purposes.

J. Records of unsubstantiated complaints are prohibited from being included in personnel or working files. Members shall have the opportunity for a follow-up conversation with admin and/or Human Resources.

- K. The foregoing shall have no application to complaints of such a nature that are Title IX investigations, investigations by third parties (TSPC, ODE, etc) or may result in prosecution of suit or action either civil or criminal in nature, against the member or the District.

ARTICLE 5 –Evaluations and Professional Development

A. EVALUATION

1. Members will be evaluated in accordance with state statutes and the evaluation system developed by the Evaluation Committee. Prior to any revisions or changes being made, all revisions and/or changes will be brought to the Evaluation Committee for consideration. The parties shall have the opportunity to bring proposed changes to their respective teams before they are made.
2. The Evaluation Committee shall consist of thirteen (13) members. Nine members shall be appointed by the AEA including three members from the elementary level, three members from the middle school level, and three members from the high school level. Three building level administrators and the HR Director will also be part of the Committee.

The committee shall meet four times per year for two hours during each meeting. The consensus model for decision making shall be used. Changes to the meeting schedule may be made upon mutual agreement.

Committee members shall be paid at the committee rate.

3. Probationary members will be observed and provided feedback on a regular basis during their probationary period. Probationary members will be formally evaluated each year of their probationary period. In the event of a non-renewal, there will have been documented communication regarding a concern as soon as possible after the concern was identified, but not later than February 1st.
4. Contract members will be evaluated on a two-year cycle as described in the Evaluation Handbook.
5. All formal evaluations of members shall be conducted by a properly licensed and trained administrator.
6. All formal evaluation documents must be signed and dated by the evaluator and by the member being evaluated. A copy of the formal evaluation shall be given to the member. The formal evaluation report will be maintained in the personnel files of the District.

7. Members may attach a written response to any evaluation, and such statement will be placed in the member's personnel file.
8. A link to the current Evaluation Handbook, including the Plan of Assistance process, shall be available on the District website.
9. Annually, data collected through the evaluation management system shall be general in nature and shared with the Evaluation Committee.
10. Plans of Assistance shall follow the flowchart and template.
11. Members have the right to representation during all steps of the Plan of Assistance processes.
12. Cameras/Recording Devices
 - a. If the District is considering placing cameras or recording devices in classrooms, it shall notify effected members and AEA leadership prior to cameras or recording devices being installed.
 - b. The primary purpose of the surveillance camera system in our school district is to enhance the safety and security of students, staff, and visitors. The system is intended to deter inappropriate behavior, provide accurate documentation of incidents, and assist in the overall management and protection of school property.

B. PROFESSIONAL DEVELOPMENT

1. The District has a strong interest in collaborating to create, facilitate and disseminate professional development opportunities to include:
 - a. Aligning practices with site and District goals.
 - b. Assisting each educator to achieve district, state, and national standards.
 - c. Helping each educator keep current with the development and use of best practices.
 - d. Assisting educators to develop ways to enhance learning for a diverse student body.
2. The District will provide opportunity for member input through a professional development committee on district-wide professional development. Members will have the opportunity to provide feedback on all district wide PD. Immediately following a district-wide PD, members shall be provided with a generic, District created evaluation form, to fill out regarding that PD. The committee will have access to anonymous results of District generated PD evaluation forms. Committee members will be paid at the committee rate. Site leadership committees will give input to administration on site-based professional development.

3. When curriculum is newly adopted or created by the District, affected bargaining unit members will be provided with professional learning time during contract hours to understand and learn how to use the newly adopted curriculum.

ARTICLE 6 – Classroom/Learning Space Control and Discipline

- A. The District shall support and uphold members in their efforts to maintain discipline and shall give a timely response to all member requests and concerns regarding disruptive students and other discipline.
- B. The District's student discipline policy, based on Board Policy and Administrative Rules, will be outlined in the Student and Staff Handbooks.
- C. Members will annually receive and be provided with an administrator scheduled review of the school's discipline and safety plans (e.g. room-clear procedures, referral system, behavioral plans, chain of command, etc.) at their buildings. Members shall have electronic access to these plans prior to the start of the school year. Administrators shall train mid-year hires on these systems prior to their first day working with students. It is the members' responsibility to regularly review and follow all District policies and procedures regarding student and staff safety, including alerts in the student information system. Any changes to a student(s) behavior and/or medical protocol shall be shared with members and, if necessary, training shall be provided. Upon request by the Association or the District, the parties shall discuss procedures regarding disrupted learning and student behavior during a Contract Maintenance meeting.
- D. If a student causes physical harm to a member, members have the right to regulate and take a break before returning to their classroom/workspace once supervision is secured.
- E. As per Oregon state law, the District shall inform members whenever the District has been notified through a Judicial Notice Action Form of students charged or convicted of potentially dangerous crimes.
- F. Subject to the limitations of the Family Educational Rights and Privacy Act (FERPA), ORS 336.187 and OAR 581-021-0340, members with a legitimate educational interest will be notified, as soon as practicable, of behaviors that could present a safety problem to other students or the member once the information is provided to the District. In addition, members shall be notified if a student is suspended for a reason that presents or could present a safety problem to other students or the member.

ARTICLE 7 – Specific Duties and Functions of Members

The specific duties, functions, and responsibilities are located in the Staff Handbook.

Members shall have access to job descriptions. Should a change in a job description occur, the District shall seek input from members who work within that job description(s) prior to making changes to the description(s). Upon request from a member, the District shall provide training after changes are made to job descriptions.

ARTICLE 8 – Personnel and Working Files

- A. All personnel files shall be confidential. Members will have the right, upon written request to the District office, to review the contents of their personnel file and to receive a copy at Board expense of any documents contained therein. A member will be entitled to have a representative of the Council accompany them during such review. After a request is made, the District shall make the member's personnel file available for viewing within five working days. Copies of requested documents contained therein shall be made available within ten working days. This file shall contain all materials relevant to the member's employment and shall be the sole repository of such materials, except that a working personnel folder may be kept by the supervisor. At least every two years, a member may indicate to the Superintendent those documents or other materials in their personnel file that they believe to be obsolete or otherwise inappropriate for retention. If the Superintendent agrees, the documents will be destroyed. As per ORS 342.850(7), all charges resulting in disciplinary action shall be considered a permanent part of a member's personnel file and therefore cannot be destroyed.
- B. No material derogatory to a member's conduct, service, character or personality will be placed in the personnel file unless the member has had an opportunity to review the material. The member will acknowledge that an opportunity to review the material was provided. The member will affix their signature to acknowledge the copy to be filed has been reviewed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The member will also have the right to submit a written answer to such material and the member's answer will be attached to the file copy.
- C. Working files shall be confidential. Members will be made aware of verbal notices and/or letters of direction placed in the working file at the time they are placed in the working file. Members may attach a rebuttal to any document placed in the working file. Members may review the contents of their working file upon request. Materials generated and placed in the working file will be properly dated. Materials in working files that are three years old or older shall be obsolete.

ARTICLE 9 – Supervision of Student Teachers

- A. The selection and assignment of "cooperating teachers" for the supervision of student teachers shall be at the District's discretion. However, the initial acceptance of such assignments each term shall be voluntary.
- B. Any monies received from a college as compensation for student teacher supervision shall be paid to the "cooperating teacher" at the conclusion of each college term.
- C. Teachers earn tuition credit at reduced rates from Southern Oregon University for performing the duty of supervising student teachers. The credits are banked at the District office and made accessible to all certified staff as needed.

ARTICLE 10 – Professional and Additional Duties

The District and the Association share a commitment to safe, well supervised schools, and smooth day-to-day operations.

- A. Members shall not routinely be required to perform the following non-teaching assignments:
 - 1. Bus duty
 - 2. Lunchroom duty
- B. The District recognizes that members attend many after-school events in support of students and positive school culture. Full-time bargaining unit members are required to attend Open House. Itinerant members shall only be required to attend the Open House at the worksite in which they have the majority of their FTE. If they have equal FTE between worksites, the site administrators will consult with members and determine which Open House the member should attend. Upon mutual agreement between the member and their administrator, itinerant members may choose to attend all Open Houses for worksites in which they have FTE.

Full-time members share responsibility for:

- 1. Grade level and school-wide activities
- 2. Site committee work
- 3. Supporting extra-curricular activities when possible

As professional duties vary from site to site, administrators will consult with site leadership teams at the start of each school year regarding the expectations and anticipated time commitments. of the site's extra duties. Professional duties and obligations shall be equitably and reasonably distributed.

- C. Committee Rate: Members serving on a District-level required committee outside their normal workday shall be paid the hourly equivalent of Step 1/Column 1 of the Certified Salary Schedule.

D. Contract Rate: Any other work (not mentioned in B-D above) required outside of normal contract hours shall be paid at the hourly equivalent of the employee's regular salary. Additional pay must be approved by administration prior to work commencing.

E.

1. Part-time bargaining unit members will be compensated at their own contract rate for professional duties directly related to their assignment that cannot be completed within their existing FTE. Contract rate compensation under this Section must be approved through the principal prior to work commencing.
2. Part-time members will attend all in-service training (including member-directed PD time) that is scheduled outside of their working hours and/or FTE unless special arrangements have been made with administration. All efforts will be made to accommodate special circumstances (for example, second jobs or childcare). When calculating part-time professional development hours and additional time worked during in-service, the following calculation will be used: Hours over (FTE*40).

ARTICLE 11 – Extended Contract

Members required by an administrator to work additional days beyond their regular contract year shall be issued an extended contract and will be paid at their regular daily rate per day worked. Examples of extended contract days include, but are not limited to, new hire orientation, early high school scheduling, and required trainings. Members hired for summer school positions will also receive an extended contract and shall be paid in accordance with Article 10 E. If necessary, additional pay periods will be added in accordance with BOLI.

ARTICLE 12 – Assignment of Licensed Member Work to Non- Licensed Staff

All administrator proposals for assignment of non-teaching staff to work that is currently performed by a licensed teaching staff member will be subject to the contract maintenance committee and will be implemented using a memorandum of understanding between the parties.

ARTICLE 13 - Retirement

A. ELIGIBILITY

Members with an individual contract start date after June 30, 2007, will not have access to this program.

The following members who have an individual contract start date prior to July 1, 2007 **and** have accumulated twenty (20) years of work in the District covered under certified bargaining agreements (exclusive of leaves of absence) **and** are eligible to receive Public Employees Retirement System (PERS) benefits due to retirement will be eligible for the supplemental retirement benefits in this article:

Carstensen, Jenifer
Hanzel, Gregory
Hobein, Barbie
Hobein, Brian
Huard, Paul
Mann, Jeffrey

McLean, Tia
Miller, Mark
Schmeling, Max
Smith, Kari
Sorensen, Christopher
Wahpepah, Jennifer

Any of the above members may opt out of the voluntary retirement program and participate in the 403B program by notifying the District office by October 1 of each year. Under no circumstance shall the District or the Association provide financial advice to members.

The following members who were grandfathered from Appendix D of the 2003-2007 Agreement **and** have accumulated fifteen (15) years of work in the District covered under certified bargaining agreements (exclusive of leaves of absence), **and** are eligible to receive Public Employees Retirement System (PERS) benefits due to retirement will be eligible for the supplemental retirement benefits in this Article:

Carstensen, Karl
DeSalvo, Rebecca
Dunbrasky, Joe
Losinski, Jennifer
Preskenis, Sheri

-

Any members listed above who are laid off due to a reduction in force will have access to the supplemental retirement benefits in this Article when they return to work, provided there was no break in service. Lay-off is not considered to be a break in service.

B. DEFINITION OF BENEFITS

If a member meets the eligibility criteria in Section A, above, the following supplemental benefits will be provided by the District upon retirement:

1. A minimum monthly stipend of \$225 for full-time (1.0 FTE) members will begin in the month following retirement and continue for eighty-four (84) months or until the retiree is eligible for Medicare, whichever comes first. Their monthly stipend will be prorated based on the average of the highest 15 or 20 years of FTE, as applicable, that they have worked.

2. The monthly stipend will be increased by one of the following amounts based on the accumulation of unused sick leave, subject to the pro-rata calculation for retirees who have worked less than 1.0 FTE:

0 – 149.99 unused sick leave days = \$0 per month
150 – 199.99 unused sick leave days = \$50 per month
200-249.99 unused sick leave days = \$75 per month
250 or more unused sick days = \$100 per month

3. The District will provide access to medical insurance for the retiree and the retiree's spouse/domestic partner (see District Policy) and dependent children until the retiree is eligible for Medicare. Only the individuals covered by the group medical insurance at the time of the member's retirement will be eligible to have access. New dependents due to a change in family status after retirement (for example, marriage, birth of a child, adoption of a child) may not be added to the retiree's medical coverage. Such medical coverage shall be the same as that provided through the group plan for current employees of the District.

- a. Effective January 1, 2013, the retiree will pay the following percentage of the medical insurance premium:

Retiree only - single party plan - 5%
Retiree and children - 15%
Retiree and spouse - 18%
Full Family - 19%

The District will pay the remainder of the premium until the retiree is eligible for Medicare.

For retirees with single-party coverage the retiree contribution will be capped at a maximum of \$225.00 per month.

- b. The stipend and the insurance coverage shall cease upon the retiree's reemployment in the field of public education in Oregon (except for substituting) on a contract of .5 FTE or more with the District, or upon the death of the retiree.
 - c. When the retiree's medical coverage is terminated, access to medical insurance shall be made available for the spouse/domestic partner of a retired employee until the spouse/domestic partner becomes eligible for Medicare, as provided under ORS 243.303. The child of a retiree shall have access to Medical Insurance until the child reaches age 26. The District will not cover any of the costs of medical coverage for the retiree's dependents.

- d. If the spouse/domestic partner of a covered retiree becomes eligible for Medicare prior to the date of the retiree's Medicare eligibility, the spouse/domestic partner's access to the District's medical insurance ends at the date of the retiree's eligibility for Medicare.
- C. Eligible members wishing to take advantage of the District's supplemental retirement benefits at the start of the following school year must provide written notice to the District by February 1 of the current school year.
- D. Members hired on or after July 1, 2007, may elect to enroll in the District 403b Program at any time. Once enrolled, members shall contribute a minimum of \$50 per month to the 403b commencing on the next paycheck as dictated by payroll cut-off dates. Member contributions are allowable up to the legal maximums. Members may adjust their contribution levels on a monthly basis.
- E. The intent of this program is to provide financial assistance during retirement to support medical insurance needs. The District match schedule for all members who participate in the 403b program for the term of this contract will be as follows:
 - For months 1 through 120, the District will match up to \$60 per month of member contributions.
 - For months 121 through 240, the District will match up to \$70 per month of member contributions.
 - For months 241 through the month in which the member retires, the District will match up to \$180 per month of member contributions.
- F. Any member who was part of the OSEA classified bargaining unit as of July 1, 2022, and elected to contribute to their 403b shall have their time in the classified bargaining unit counted towards the monthly District match schedule. For example, if an AEA member was in the OSEA bargaining unit and contributed to their 403b from July 1, 2022, through June 30, 2023, they shall start on month 13 of District matches.
- G. In September of each year, the District and AEA leadership shall review the 403b matches for each member.
- H. This 403b is portable and will follow members should they leave the District's employment. The 403b is fully vested after 72 months.
- I. The District and the Council will work together to provide financial training for all new members in order to successfully manage their 403b Account.
- J. Upon retirement, the District will redeem accrued sick leave according to the following formula:

150 through 199 days	= \$4200
200 through 249 days	= \$6300
250 or more days	= \$8400

Retirees may elect a cash payment or a contribution to their 403b.

K. Retired Rehired

Members who retire from the Ashland School District, and who are subsequently rehired into a bargaining unit position of half-time or more by the District, will receive all contractual rights and benefits under this Collective Bargaining Agreement except those rights and/or benefits expressly set forth below as exclusions.

1. Members who choose to retire during their current contract year may be rehired to finish the current contract year under the following conditions:
 - a. Members will be notified of whether or not they will be rehired within thirty (30) calendar days after their application for retirement with the District. They may withdraw that application for rehire within ten (10) calendar days of said notification.
 - b. If selected for rehire, members may continue to work as an employee at their current contracted salary for the remainder of the current contract year.
2. Members may be rehired for additional years on one-year temporary contracts. However, notification for rehire will be given no later than June 30th prior to the school year to be worked.
 - a. Compensation - Salary shall be at the rate of pay in accordance with the rate established by the member's experience and education level in the current collective bargaining agreement.
3. All members who are retired/rehired will be subject to the following conditions:
 - a. PERS Tier I and Tier II members shall have all sick leave hours transferred to PERS upon retirement and those hours will not be available upon re-employment.
 - b. Retired members will not bring sick leave forward but will accrue sick leave at the rate of one day per month, and those days will be available at the beginning of their re-hire.
 - c. Members shall be eligible for District insurance options and the District insurance contribution established in this agreement through September 30th. If a member is contracted for less than a full year or resigns employment prior to the end of the contract year, they shall be eligible for District insurance options and the District insurance contribution established in this agreement through the month following their last day worked.

- d. Contractual retirement benefits for which the member may be eligible will not become effective until the end of their service with the district. The early retirement benefits will be based upon the contractual benefits available at the time of initial retirement.

ARTICLE 14 – Working Schedule

A. School Calendar

1. The school-work year shall not exceed one hundred ninety-three (193) days including the seven (7) paid holidays listed below.

Labor Day, Indigenous Peoples' Day, Veteran's Day, New Year's Day,
Martin Luther King Jr. Holiday, President's Day, and Memorial Day.

2. In an unforeseen extreme circumstance that may require members to work on a paid holiday, the district will consult with Union leadership and bargaining unit members to discuss alternatives. Members will be paid at time and a half of the hourly equivalent of their contract rate when asked or required by administration to work on a paid holiday.
3. Prior to adoption by the board, the school calendar(s) shall be presented during a Contract Maintenance meeting and AEA shall be able to provide input. The District will consider input received and retains final authority to recommend and adopt the calendar consistent with student learning needs, operational needs, and legal requirements.

4. Family/Teacher Conferences

During Family/Teacher conference days, site schedules shall be established through collaboration between members and admin at each site. Members have discretion over the scheduling of their conferences within the site designated conference times.

5. In-Service time will be evenly shared with 50% member directed and 50% District directed time, except in times when mandatory training as part of a corrective action or change in legislation that is required outside of the District's predictable regulatory training. For in-service days scheduled prior to the start of the student contact year, member-directed time shall be provided in no less than two-hour blocks. Each year, a maximum of eight-hours of time spent on Safe Schools trainings may be counted as member-directed time. All other professional development trainings, including Health and Wellness Day, are included in district-directed time. Safe Schools trainings shall be limited to the required trainings. Additional Safe Schools trainings may be assigned on an as needed basis.

- B. The normal member work-week is forty (40) hours, including a duty-free lunch period of thirty (30) minutes. Every effort will be made to schedule meetings within the eight-hour workday.
- C. Should a change in work schedule be required, members will be given a minimum of two weeks' notice when possible. However, if the member is available, the member may begin the new schedule immediately. If there is a conflict with the schedule change, the administrator and the member will meet to consider alternative options. The parties recognize the desirability of flexible scheduling, and it is their intent to continue reasonable flexibility in the workday and the forty-hour work week.
- D. Preparation Time
- Middle school and high school members shall have preparation time equivalent to one class period of uninterrupted time each day.
1. At Ashland Middle School, the length of one Encore class per day shall be used as follows:
 - a. 45 minutes shall be designated as member-directed uninterrupted prep time. Due to the team structure at the middle school, dedicated team time is required in addition to individual planning time. Time adjacent to the 45-minute individual prep period is designated for team collaboration. If the middle school no longer uses the team structure, the full length of one Encore class per day shall be member-directed uninterrupted prep time.
 - b. When the High School has a block schedule, members shall have preparation time equivalent to one entire block period each day.
 2. Preparation time for elementary school members shall be equivalent to 250 minutes per week and shall include at least one 45-minute uninterrupted block each day. This preparation time shall be provided as follows:
 - a. Four days per week, every effort will be made to provide one uninterrupted 45-minute block of preparation time during the student contact day. It is understood that there may be interruptions to prep time during the student contact day due to circumstances such as assemblies, field trips, etc.
 - b. During days in which there is an early student release (currently Wednesdays), one uninterrupted block of 45 minutes shall be scheduled as uninterrupted preparation time.
 3. Preparation time shall be member directed. Members will not be required to attend meetings or in-services or be given other duties or assignments during preparation time. Exceptions may be made with the consent of the affected teacher for IEP or other student services related meetings.
- E. If no substitute is available, members may elect to cover a class during their preparation time. Members will be paid their hourly rate for all time spent covering a class.

1. In the event of a substitute shortage, the District will exhaust all available options for class coverage before assigning students to other members. If the class is split between other classroom teachers, the members splitting the class shall split the substitute rate.
- F. The District and the Council recognize that there is a relationship between the amount of prep time a member has and the number of different academic preparations. Teachers with concerns over the number of preps taught may use Appendix F to meet with the administrator to consider alternative solutions. When introducing new programs and technologies both parties recognize that training and support is necessary prior to implementation. Both parties also recognize the need to minimize the impact on individual preparation time.
- Administrators will collaborate with members whenever possible and attempt to minimize the number of different preparations given budgetary constraints and/or state and federal laws.
- G. No less than one allotted PLC block per month shall be dedicated to member-directed PLC time. In months when there is an Open House and/or Family/Teacher Conferences scheduled, the PLC time allotted immediately preceding these events shall be member-directed and used for preparation for these events. All PLC time must be dedicated to the four essential PLC questions, and members are expected to collaborate as a PLC team.

ARTICLE 15 – Class Size, Caseload, and Composition

- A. Members and administrators at each building will shape the process at that school for determining class composition and size in striving to meet class size and student daily contact goals. Student contact refers to regular classroom teaching that involves diagnosis, planning and assessment. In determining class composition, members and administrators will consider the needs of students with special needs, prior history from colleagues about the attention needed to meet student needs, the impact of a student on the class itself, and any other trait that would influence the ability to teach and learn.
- It is recognized that elementary, middle and high school have different structures that make the involvement of members and administrators quantitatively and qualitatively different. Principals and members at each school will develop a framework collaboratively that allows them to create the optimum learning environment with the resources that are available. Copies of that process will remain on file and readily available to staff members in the main office of the school.
- B. Members and administrators agree that the following average class sizes and student daily contact goals are ideal for providing a quality educational environment. Within existing budgetary constraints, the District shall attempt to maintain class sizes and student contacts as close to these goals as possible.

1.	Kindergarten	20
2.	First Grade	21
3.	2/3	22
4.	4/5	24
5.	6-12 classroom	27 (162 total student contacts maximum per day.)
6.	HS/MS PE & Music	33 (198 total student contacts maximum per day.)
7.	Shops, labs	Limited by safety, equipment, work stations and/or environment
8.	Special Education	As outlined in Section D below
9.	Elementary Music & PE	8 classes per day

- C. Student weekly contact minutes should not exceed the following formula:
1. 1500 contact minutes multiplied by the employee's FTE.
- D. Special Programs Work Loads
1. The District shall make every effort not to exceed the caseloads listed below based on 1.0 FTE:
 - a. Elementary Resource – 30
 - b. Secondary Resource – 40
 - c. Site-Based Programs – 15
 - d. SLPs – 45 students or less for direct service and 60 students or less total
 - e. ELD teachers - 35
 2. Members working less than 1.0 FTE shall have their caseloads prorated accordingly.
 3. No later than the first week of October, a meeting with the Director of Student Services, impacted special education members, building administrators, and association representatives shall be convened to discuss SPED caseloads and supports.
 4. Special Education teachers shall provide input over staffing levels of Educational Assistants to meet the needs of IEPs. Administration shall work in collaboration with Special Education teachers in the creation of schedules for and management of Educational Assistants.
- E. The District shall make every effort to:
1. Assign School Counselors and Child Development Specialists to no more than 400 students.
 2. Assign School Psychologists to no more than 500 students

- F. Should an educator find that classroom size, case load, composition, or other contextual factors create instructional imbalance, they may bring such concerns to their immediate administrator for discussion. The administrator shall meet with the educator in a timely manner to explore potential responses, accommodations, or adjustments where practicable. Possible solutions include one or more of the following:
- a. Additional staff/clerical support
 - b. Compensation for work completed outside of contracted hours
 - c. Teaming
 - d. Consider change/modify student or member schedule
 - e. Release time
 - f. Professional Development
 - g. Other options as agreed upon between the member and the administrator
- G. Class composition goals and student contact time are subject only to Levels 1, 2, and 3 of the Grievance Procedure. If a grievance in these areas is not resolved at Level 3, the grievant may request and be granted a board hearing. The board shall schedule such a hearing no later than the next regularly scheduled monthly board meeting provided the request is made at least 72 hours prior to the meeting. If the request is not made prior to the 72-hour period, the hearing shall be scheduled no later than the next scheduled board meeting. Within five (5) days after the hearing the board shall render a written decision that will be binding on all parties.

ARTICLE 16 – Paid Leaves

For the purposes of this article, “family member” is defined as a spouse, co-habiting partner, children, step-children, parents, in-laws, siblings, grandparents, and grandchildren.

AEA will communicate to members the importance of attending professional development, conferences, and Professional Learning Communities.

1. SICK LEAVE

a. Current Annual Sick Leave

1. Each contract year, all members shall be granted ten (10) days of sick leave. Sick leave shall be credited to said members on the first contract day of the work year. In the case of members who begin service after the beginning of the contract year, sick leave shall be credited on the first day of active service and shall consist of one (1) day for each school month remaining in the contract year. For the purposes of this Agreement, a full working day for a full-time member equals eight (8) hours. Members working half-time or more, but less than full-time, shall be granted ten (10) sick leave days pro-rated in direct proportion to the number of hours employed.

2. Sick leave may be used in hourly increments when a substitute is not needed.
 3. The maximum number of sick leave hours that members can have deducted in a day cannot exceed their required number of working hours for that day.
- b. The District shall comply with all state and federal leave laws regarding pregnancy, parental, and sick child leave. Members believing they are eligible for such leave may contact the Human Resources Department for assistance.
 - c. Accrued sick leave may be used in accordance with ORS 653.601 through 653.661, and for the purpose of pregnancy, parental, and sick child leaves as permitted by state and federal laws.
 - d. Members shall notify their principals or supervisors promptly on the first day of illness or other incapacitation. In all cases where sick leave is used, the member shall verify the reason for absence.
 - e. A grant of sick leave of five (5) consecutive days or more may require verification by a written statement from the member's attending physician or practitioner that injury or illness prevents the individual from working. If the absence is extended over successive pay periods, these verifications must be submitted regularly each month or worded in such a way by the physician as to indicate the length of absence. Those individuals who for religious reasons do not employ the services of a medical physician or practitioner shall furnish such other proof as may be required by the District.
 - f. Deductions: If sick leave has been exhausted, the District shall direct members to AEA leadership who can provide information regarding the sick leave bank. If leave from the sick leave bank is not awarded or if enough leave is not awarded to cover all sick leave related absences, deductions will be made to the member's salary based on the member's daily rate. Considerations will be made to maintain member benefits and reimburse salary deductions when there is a remaining balance in the sick leave bank and AEA awards sick leave to qualifying members. The District must be notified by June 1st.
 - g. Cumulative Sick Leave
 1. Total sick leave which can be accumulated by any member under this Agreement for sick leave shall be unlimited.
 2. Members' cumulative sick leave shall be credited with any unused portion of their current sick leave as of the first contract day worked.
 3. It is understood that all sick leave benefits are immediately and automatically cancelled upon termination of employment by resignation or discharge by the District.

h. **Transfer of Accumulated Sick Leave to Ashland**

The District shall accept all sick leave accumulated in other Oregon districts, but members may only use up to seventy-five (75) sick leave days transferred into the District from the total accumulation. The accumulation shall not exceed that carried by the most recent employing district. However, the transfer of sick leave from another Oregon district shall not be effective until the bargaining unit member has completed 30 working days in the District.

- i. A member who receives a benefit under Workers' Compensation Insurance or Short-Term Disability may elect to use accrued paid leave in a specified amount of full or half day(s) as elected by the member. Members have discretion over the order in which their leave is used.

2. FAMILY ILLNESS LEAVE

All members shall receive up to three (3) days leave per year with pay in case of an illness of a family member. This leave is not accumulative. These days are used before drawing sick leave for illness of a "family member".

3 . SICK LEAVE BANK

- a. Between September 1st and September 30th of each year, the AEA may request that interested Bargaining Unit Members donate sick leave, in full day increments, to a bank that can be used to help Bargaining Unit Members who have experienced extraordinary medical circumstances or very serious illness. Members will fill out an electronic release form to donate leave that shall be submitted to the AEA and the District. Once the leave is donated to the bank, the revocation of sick leave is final and will not be returned to the donating member.
- b. Bargaining Unit Members may donate up to two (2) sick days per school year; however, the sick leave bank shall not exceed the total number of FTE as of October 1st of each year. The accumulated sick leave bank days will carry over from year to year. Sick leave bank days may only be disbursed to bargaining unit members who have exhausted all other paid leave.
- c. Members will submit a request for sick leave bank hours through an electronic request form that is sent to the District and AEA. AEA will notify the District within five working days if the request has been approved.
- d. The AEA will have sole discretion in designing other criteria for disbursing days from the sick leave bank, and decisions on disbursement are not grievable.
- e. The Association and Bargaining Unit Members shall hold the District harmless against any and all claims, suits, orders, or judgements brought against the District

as a result of the Sick Leave Bank provisions, except for those determined to be caused by the District's negligence.

4. PARENT LEAVE

- a. Members may apply for parent leave for a leave of absence in conjunction with the birth or adoption of an infant.
- b. In order for members to access parent leave, they must first exhaust all accumulated paid leave including sick leave, family illness leave, and personal leave.
- c. If a member exhausts all accumulated paid leave during the first 12 weeks of parent leave, the District will provide 25% of that member's salary for the remainder of the 12 weeks. If the member has sufficient accumulated paid leave to remain fully paid during the first 12 weeks of parent leave, the member will not have access to this provision.
- d. If a member decides to extend their parent leave past the initial 12-week period, and the member has exhausted their paid leave, the District will continue to provide the District contribution towards health insurance for a maximum of an additional 12 weeks. Members on parent leave will continue to provide their monthly out of pocket contribution.
- e. The maximum amount of time for any member to access the provisions of this leave is 24 weeks. District paid leave will run concurrently with parental leave.
- f. Parent leave benefits outlined in #3 and #4 above are accessible to the member beginning in year 2 of employment.
- g. Parent leave, as described in this section, runs concurrently with any applicable FMLA leaves of absence, and does not modify the rights a member otherwise has under state and federal family leave laws.

5. PERSONAL LEAVE

1. Personal leave shall be allowed up to three (3) days per school year with full pay, usable in not less than one-half (1/2) day portions if a substitute is needed. Supervisors may approve personal leave in hourly increments if no substitute is needed. The maximum number of personal leave hours that members can be charged for in a day cannot exceed their required number of working hours for that day. The three (3) days shall not be deducted from sick leave and is not accumulative. The granting of such leave shall be subject to the following conditions:
 - a. The purpose of the three (3) day personal leave is to care for matters of a personal or business nature. Personal leave shall not be used to serve as a litigant or witness against the District.

- b. Personal leave should be requested in advance (at least five (5) days) by the member whenever such prior approval is feasible. Requests may be denied if qualified substitutes are not available. Leaves for involuntary absences occasioned by personal business of an emergency nature should be applied for within five (5) days upon return to service. Leave requests shall be submitted on an approved form.
- c. Unused personal leave is not cumulative from one year to the next and is automatically cancelled upon termination of employment.
- d. At the end of the contract year, no later than August payroll, the District will pay each member working .50 FTE or greater according to the chart below. The number of unused personal days and the amount paid will be adjusted proportionately for members working between .50 FTE and 1.0 FTE.

% of allowed personal days not used	Unused personal days based on 1.0 FTE	Amount paid, based on 1.0 FTE
100%	3.0	\$300
67-- 99%	2.0 - 2.99	\$150
33-- 66%	1.0 - 1.99	\$50
Less than 33%	0 - .99	\$0

6. **PROFESSIONAL LEAVE**

- a. The Superintendent may authorize absences of members for professional purposes with full pay.
- b. Examples of professional leave with pay are as follows:
 - 1. Occasional visiting of other school systems.
 - 2. Active participation by Ashland members in professional programs.
 - 3. Other professional opportunities which will be likely to extend the outlook and improve the service of the member and benefit the District.
- c. The member shall make application for the authorization of such absences at least ten (10) days in advance of their occurrence except in those cases where the Superintendent and staff request that a member take a professional leave for direct benefit of the District.

- d. The decision to authorize professional leave with pay in a specific instance shall be based upon the need of the District and the member's length of service and previous record of absence and shall not be recognized as any part of a sabbatical leave.
- e. Members are to be encouraged to attend those professional meetings that the members and their principal feel would be of benefit. Upon approval of such requests by the building principal and Superintendent, the members will be allowed to attend the meetings. As part of the approval process, the principal and the member will agree on the maximum amount of expenses to be paid by the District using the reimbursement amounts specified in Article 29 as a guideline.

7. JURY DUTY OR SERVING AS A WITNESS IN COURT

If a member is subpoenaed to appear as a court witness or is called to jury duty in a case in court, the Superintendent shall authorize such absence without loss of pay, provided that if the member receives a fee for these services the fee shall be deposited with District's business office in order for the member to receive full pay for the period involved; and provided further that a copy of the subpoena or other notice shall be filed in the Superintendent's office with the request for leave.

8. COURT APPEARANCES

Members who have need to appear in court as a litigant, i.e., engaged in a lawsuit as a principal-defendant or plaintiff, shall be expected to take personal leave either with or without pay.

9. ADDITIONAL LEAVE

The Superintendent may authorize paid leave to members under conditions of emergency, hardship, or benefit to the District. Members shall pay the substitute costs for the duration of the leave. The substitute cost will be deducted from the member's paycheck.

10. BEREAVEMENT LEAVE

Up to three (3) days leave with pay shall be authorized in the event of the death of any "family member." An additional two (2) days may be authorized when extensive travel is required. Requests for bereavement leave to attend the funeral of someone not defined as "family member" may be granted at the discretion of the Superintendent.

11. SABBATICAL LEAVE

- a. Leave of absence at 50% pay may, at the District's discretion, be granted to contract members by the Board upon recommendation of the Superintendent for the following reasons:

1. Approved study.
 2. Approved travel.
 3. Approved teaching positions outside the United States or teaching of a specific nature within the United States.
- b. In order to receive favorable consideration by the Superintendent and Board the following conditions must be met:
- c. Request for professional leave must be submitted in writing to the Superintendent on or before April 1, of the school year previous to the school year for which the leave is requested.
1. The applicant must have been performing the duties in a completely satisfactory manner prior to the applicant's request.
 2. A satisfactory replacement must be available for employment for the time that the member is absent.
 3. A member returning to the District after a year of sabbatical leave will be granted an increment of salary under the following conditions:
- d. Approved study - If a member has successfully completed the requirements for a Master's Degree or has successfully completed enough additional quarter hours to make the member eligible for a salary increase in accordance with the requirements of the salary schedule then in use.
- e. Teaching experience - A member on sabbatical leave who has taught in a foreign country or in a school within the United States may be granted one increment increase on the salary schedule upon return to duty following the year of leave after such experience has been evaluated and approved by the administrative staff.
- f. An individual returning to the District after one (1) year of sabbatical leave will be credited with any accumulated sick leave benefits which the member had at the beginning of the leave. Sick leave will not be credited for the year of absence.
- g. The number of members taking sabbatical leave shall not exceed one percent (1%) (rounded to the nearest whole number) of the total certified personnel during any school year.
- h. The District shall place a returning member in a position for which the member is qualified and endorsed upon their return to the District.
- i. Members who receive this benefit but do not return to the District following such leave shall reimburse the District for salaries and benefits received. Members who return for only one year shall reimburse the District for 50% of such salaries and benefits. This provision shall be waived in the event the member dies while on leave.

12. PAID LEAVE OREGON

- a. Should the District contribute to the employee portion of the 1% Paid Family Medical Leave benefit for any other employee group (i.e., administrative, managerial, confidential, classified), then the AEA bargaining unit shall receive the same percentage contribution toward their employee portion of the Paid Family Medical Leave obligation.
- b. In the event a member qualifies for benefits under PLO, it shall be the right of the member to decide whether or not they will apply for PLO benefits.
- c. Members seeking PLO benefits must, except in the event of an emergency or unexpected circumstances, provide the District with 30 days written notice. In the event the leave starts and the member has not yet received their PLO benefits, the member will inform the District if they wish to:
 1. Use sick leave to fully or partially cover the period of absence, up to the amount of sick leave available at that time. Upon receipt of the PLO benefits, sick leave payments received for any period of time ultimately paid by PLO benefits will be retained by the member; or
 2. Be placed on leave without pay for the period of absence, without any deduction from accrued sick leave.
- d. If the member fails to designate a choice under this subparagraph, the default will be option "A."
- e. Use of Accumulated Leaves to Supplement Paid Leave Oregon Payments
When a member has been approved by the State of Oregon for Paid Leave Oregon benefits the member may:
 1. Elect to use Paid Leave Oregon benefits from the State of Oregon and not use any of their accumulated sick, personal, or compensatory leave; or
 2. Elect to receive Paid Leave Oregon benefits plus up to full sick leave, personal leave, or compensatory leave in a specified amount of full day(s) as elected by the member. Accumulated leave may be used in this manner, as allowed by law or by the Collective Bargaining Agreement until depleted, at which time the member will be eligible to receive only Paid Leave Oregon benefits, if any remain available.
- f. Continuation of Benefits: While receiving PLO benefits, the District will continue to provide all District-provided insurance benefits (e.g., health insurance) and continue to pay any contributions required by the collective bargaining agreement. Any required member contributions towards those benefits will be the responsibility of

the member. Members are responsible for remitting the member portion pursuant to payroll requirements for continuation of these benefits.

Upon return from any of the above outlined paid leaves, members shall maintain unused benefits and leave. Additionally, members will maintain their years of seniority.

ARTICLE 17 – Unpaid Leaves of Absence

A. EXTENDED SICK LEAVE

A member who exhausts all of their personal accumulated sick leave, and state or federally mandated leave (OFLA/FMLA), and cannot perform scheduled duties because of extended illness or injury shall, upon written request, be placed on an extended sick leave of absence up to the end of the current school year in which the request is made. This leave shall be unpaid unless leave is granted from the sick leave bank or other source. If the member is able to return earlier than expected, they must give three (3) weeks' notice to the District, in writing, prior to returning. A member may return to work earlier than three (3) weeks if mutually acceptable between the member and the District.

A second separate extended sick leave of absence shall, upon written request, be granted if the member has exhausted all of their personal accumulated sick leave, and state or federally mandated leave (OFLA/FMLA), up to the end of the current school year in which the request is made. This leave shall be unpaid unless leave is granted from the sick leave bank or other source. Upon granting the request, an employee may return to work before the end of the year if mutually acceptable between the employee and the District. If not mutually acceptable, and if the employee desires to return to work prior to the end of the school year, the District will make every reasonable effort to employ that employee as a substitute with substitute benefits.

A third extended sick leave request as described above in any three (3) year period shall be at the District's discretion. A member on extended leave as a result of a state recognized on-the-job injury, shall be allowed to extend such leave to cover a total leave of at least three (3) years.

A member on any extended sick leave as described above will hold their place on the salary schedule and will be eligible for the scheduled increment the following year provided the member has completed one-half (1/2) or more of the contractual year in which the member was placed on extended sick leave of absence.

Please refer to the Staff Handbook for information on the Family Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA).

B. PARENTAL, ADOPTION OR CHILDCARE LEAVE

1. Leave of absence of up to twelve (12) months without pay shall be granted to an member for pregnancy (other than that covered by sick leave), adoption or

childcare upon written request by the member. Request is discretionary with the member. Such leave will not extend into the following school year.

2. The member shall notify the immediate supervisor at least sixty (60) days prior to taking the leave, except in emergency situations.
3. Notice to return shall be given at the time of request and must be one of the following:
 - a. Return for balance of school year. At the time the leave is being requested, notice of return will be given and the date of return will be no less than within two (2) weeks of intended return.
 - b. Return the following year.
4. A member on this leave shall retain all benefits accrued in the District prior to leave and shall continue to be listed with PERS.

C. STUDY AND PROFESSIONAL DEVELOPMENT

1. Leave of absence without pay may be granted to contract members by the Board upon recommendation of the Superintendent for the following reasons:
 - a. Approved study;
 - b. Approved travel;
 - c. Approved teaching positions outside the United States or teaching of a specific nature within the United States.
2. In order to receive favorable consideration by the Superintendent and Board the following conditions must be met:
 - a. Request for professional leave must be submitted in writing to the Superintendent on or before April 1, of the school year previous to the school year for which the leave is requested.
 - b. The applicant must have been performing assigned duties in a completely satisfactory manner prior to the applicant's request.
 - c. A satisfactory replacement must be available for employment for the time that the member is absent.
3. A member returning to the District after a year of professional leave without pay shall be granted an increment of salary under the following conditions:

- a. Approved study - If a member has successfully completed the requirements for a Master's Degree or has successfully completed enough additional quarter hours to make the member eligible for a salary increase in accordance with the requirements of the salary schedule then in use.
 - b. Teaching experience - A member on approved leave without pay who has taught in a foreign country or in a school within the United States may be granted one increment increase on the salary schedule upon return to duty following the year of leave after such experience has been evaluated and approved by the administrative staff.
- 4. An individual returning to the District after one (1) year of professional leave without pay will be credited with any accumulated sick leave benefits which the member had at the beginning of the leave. Sick leave will not be credited for the year of absence.
- 5. The number of certified members taking professional leave shall not exceed two percent (2%) (rounded to the nearest whole number) of the total certified personnel during any school year.
- 6. The District shall place a returning member in a position for which they are qualified and endorsed upon their return to the District.
- D. A leave of absence without pay may also be granted for the purpose of serving as an officer or staff member of the OEA.
- E. MISCELLANEOUS LEAVES OF ABSENCE

Upon request of a member, the Board may grant additional unpaid leaves at their discretion and under such terms and conditions as they may mutually find agreeable with that member. The mutual agreement, however, shall be written and signed by the District and the individual member and a copy shall be forwarded to the Council. The granting or not granting of such leaves shall set no precedent and is not subject to grievance.
- F. Unless expressly provided for herein, members on leaves of absence without pay shall not receive credit on the salary schedule.
- G. Members on any unpaid leave may, at their option, pay the necessary premium to the District and continue on any group insurance programs for up to two (2) years.
- H. Application for an Unpaid Leave of Absence will be made on District form. (See Appendix C).

ARTICLE 18 – Management Rights

- A. It is recognized that the Board has and will continue to retain the authority to operate and manage the school system and its programs, facilities and properties within the scope of employment as provided by law.
- B. Without limiting the generality of the foregoing (Paragraph A), it is expressly recognized that the Board's operational and managerial authority includes:
 - 1. The right to determine location of the schools and other facilities of the school system, including the right to establish new facilities and to relocate or close old facilities.
 - 2. The determination of the financial policies of the District, including the general accounting procedures, inventory of supplies and equipment procedures and public relations.
 - 3. The determination of the management, supervisory or administrative organization of each school or facility in the system and the selection of employees for promotion to supervisory, management, or administrative positions.
 - 4. The maintenance of discipline and control and use of the school system property and facilities.
 - 5. The determination of safety, health and property protection measures where legal responsibility of the Board or other governmental unit is involved.
 - 6. The right to enforce the rules and regulations now in effect and to establish new rules and regulations from time to time not in conflict with this Agreement.
 - 7. The direction and arrangement of all the working forces in the system including the right to hire, suspend, discharge or discipline, or transfer employees.
 - 8. The right to relieve employees from duty.
 - 9. The creation, combination, modification or elimination of any teaching position deemed advisable by the Board.
 - 10. The determination of the size of the working force, the allocation and assignment of work to employees, the determination of policies affecting the selection of employees, and the establishment of quality standards and judgment of employee performance.

11. The determination of the layout and the equipment to be used and the right to plan, direct, and control school activities and the subjects to be taught.
12. The right to establish and revise the school calendar, establish hours of employment, to schedule classes and assign workloads, and to select textbooks, teaching aids and materials.
13. The right to make assignments for all programs of an extracurricular nature.

Nothing in this Agreement shall limit in any way the District's contracting or subcontracting of work or shall require the District to continue in existence any of its present programs in its present form and/or location or on any other basis.

- C. The exercise of the foregoing powers, right, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be modified only by the terms of this Agreement.

ARTICLE 19 - Member Rights – Just Cause Provision

- A. The parties agree that it is in everyone's best interest that a representative be present during all meetings related to investigations and discipline or meetings that could lead to discipline. The parties will make every effort to ensure members are aware of their right to representation.
- B. No member shall be reprimanded in writing, or have a memorandum of an oral reprimand placed in their file, involuntarily transferred due to disciplinary reasons, suspended without pay, or reduced in basic compensation without just cause. No contract member will be dismissed or non-extended without all protections of the Fair Dismissal Appeals Board, including the right to a Fair Dismissal Appeals Board hearing. Members not covered under FDAB shall not be dismissed or non-extended without just cause.
- C. Members not covered under the Fair Dismissal Appeals Board have the right to grieve their dismissal or non-extension through the grievance procedure outlined in Article 3. Members who are eligible for a Fair Dismissal Appeals Board hearing may elect to use the grievance procedure to grieve their dismissal or non-extension in lieu of going through the Fair Dismissal Appeals Board. Members who elect to use the grievance process shall forfeit their rights to a Fair Dismissal Board Appeals Board hearing.
- D. All members shall serve probationary terms in accordance with ORS 342.815.
- E. If a probationary member is discharged, or the member's contract is non-renewed, the District will proceed in accordance with ORS 342.835.

- F. Any criticism of any member by a district supervisor or administrator shall be made in confidence and not in the presence of students, parents of students, other employees, or at public gatherings. All critiques made shall be confidential. Any criticism of a district supervisor or administrator by a member shall be subject to the same considerations as stated above.
- G. No disciplinary action more than three (3) years old shall be applied toward future disciplinary actions unless the same offense was committed during the three (3) year period of time. Disciplinary actions concerning any cause which constitutes revocation of a member's license shall be exempt from this section.
- H. ORGANIZING
Members shall have the right to organize, join and assist the Council, to participate in professional negotiations with the board through the Council and to engage in other activities, individually or in concert, for the purpose of establishing, maintaining, protecting or improving conditions of professional service and the quality of the education program. This section is subject to the grievance process through Level 3 only and then to the Employment Relations Board. The Council has the option to proceed directly to the Employment Relations Board in lieu of using the grievance procedure.
- I. If a question or concern about a grade arises, the administrator will work with the member to address the question or concern. Grades will not be changed without consultation between the member and the administrator. This section does not apply if a member is unable to submit final grades.

ARTICLE 20 – Strikes and Work Stoppage

The Council agrees that during the term of the Agreement the Council and its members will not participate in a strike, work stoppage, or slow-down against the District. The District agrees that during the term of this Agreement the District will not participate in a lockout against the Council and its members. It is understood that "demand to bargain" negotiation issues may go to "strike" thus not violating the intent of this article if all provisions of ORS 243.698 are met.

ARTICLE 21 – Member Assignments, Exchanges and Job Shares

A. MEMBER ASSIGNMENTS

- 1. Members will be notified of their job assignments by June 1 except in the case of unusual circumstances.
- 2. The District will make every effort to fill positions with contract employees. The building administrator will give preference to current qualified members over retired employees. In the event of a retirement during the school year, the retiree will be afforded the opportunity to continue that position without posting. The

administration retains flexibility to determine member assignments based on best needs of children and programs.

B. EXCHANGES

1. Members interested in exchanging jobs with a colleague for a one-year basis or a permanent basis will meet jointly with each other and the administrators involved and see if they can work out either a temporary or permanent exchange.
2. Consensus is necessary for this to take place.

C. JOB SHARES

1. Members interested in sharing jobs with a colleague for a one-year basis or a permanent basis will meet jointly with each other and the administrators involved and see if they can work out either a temporary or permanent exchange.
2. Consensus is necessary for this to take place.
3. Job-sharing will be approved only when there is no adverse financial impact on the District.

ARTICLE 22 – Vacancies, Voluntary and Involuntary Transfers, and Reassignments

The District recognizes that it is desirable to consider the interests, aspirations and qualifications of members in making assignments. Therefore, the District declares its support of giving first consideration to its own licensed staff when filling vacancies within the bargaining unit.

Vacancies are only available for transfer after any existing recall list has been reviewed and the vacancy is posted by the District as per ORS 342.934.

A. DEFINITION OF TERMS

1. Vacancies: A vacancy shall be defined for purposes of this Agreement as a vacant position within the District. This includes newly created positions and unfilled existing positions after current member assignments have been determined.
2. Transfer: Transfer refers to a change in a member's school or job site.
3. Re-Assignment: A re-assignment refers to a change in a member's subject area, position, or grade level within a school or job site that does not include a change from part-time to full-time. At elementary, movement within a level (e.g. K-2, 3-5) or movement between consecutive grade levels shall not constitute a reassignment.

4. Involuntary Transfer or Involuntary Reassignment: A transfer or reassignment not initiated by a member.

B. SPECIALIST VACANCIES

For state identified hard to fill Specialist positions including Speech Language Pathologist, School Psychologist, Occupational Therapist, Physical Therapist, and Autism Specialist positions, if the vacancy has remained open for more than twelve (12) business days with no qualified applicants, the District may contract out for those services for the remainder of the year. Active posting and recruitment will continue for these vacant postings even if the District contracts out for services.

C. NOTIFICATION OF VACANCIES

1. All probationary vacancies that occur during the contract year will be posted on the District website for five (5) working days and emailed to all members. Temporary vacancies do not qualify.
2. All vacancies, including temporary and probationary vacancies that occur outside of the contract year shall be posted for a minimum of seven (7) calendar days.

D. PROCEDURE FOR VOLUNTARY TRANSFERS TO VACANCIES

1. Licensed staff with five (5) years or more seniority in the District, and not currently on a Plan of Assistance, with three (3) years of experience at a given site, and properly licensed under State and Federal law, qualify for transfer. Members who do not meet these criteria may apply as an external applicant.
2. All those qualified, as per D (1) above, shall notify the site administrator within five (5) working days of the posting, shall be considered first, and if needed, interviewed by the site committee. Transfer will be granted upon meeting the job criteria set by the District and school site. The interview process is to ensure understanding of needs and priorities of the site, and the interests and abilities of the member requesting transfer. Candidates will be given written feedback if candidates are not offered the position.
3. A member who accepts a temporary assignment shall continue to accrue seniority.

E. INVOLUNTARY TRANSFERS

1. Administration may confer with members being considered for involuntary transfer. Before involuntary transfers are made, the District shall share their involuntary transfer plans with AEA leadership in writing and if requested, a meeting with AEA leadership and the District shall be scheduled to review the plans. Further

communication to members regarding involuntary transfers shall take place on a mutually agreed upon timeline.

2. The District may involuntarily transfer a member when the District deems the transfer will improve the overall instructional program, or when it is necessary to meet the requirements of state and federal law. Members shall only be involuntarily transferred to a position with a comparable job description for which they are licensed.
3. When involuntary transfers occur, the following procedures will be followed:
 - a. The principal will determine the grade level(s) or subject area(s) to be affected and solicit volunteers.
 - b. If there are no volunteers, the member with the least seniority in the same affected job type at the school where the involuntary transfer is needed, who is deemed properly licensed under state and federal law for the position, will be involuntarily transferred and shall have bumping rights into comparable positions held by less senior members. The District shall provide the Association and the member being involuntarily transferred with written notice of the transfer a minimum of ten (10) working days prior to the transfer.
 - c. An involuntary transfer or reassignment shall be made only after a meeting between the member and immediate supervisor, at which time the member shall be provided the specific reasons for transfer in the meeting and in writing.
4. No one shall be involuntarily transferred more than once in three years except in mutually agreed upon unusual circumstances.
5. Involuntary transfers or reassignments for the following school year shall be completed by June 30, except in unusual circumstances.
6. No member shall be involuntarily transferred or reassigned to a position for which they are not properly licensed under state and federal law.

F. SUPPORT FOR INVOLUNTARILY TRANSFERRED OR INVOLUNTARILY REASSIGNED MEMBERS

A member who is involuntarily transferred or reassigned may be required to participate in a District education program not to exceed 8 hours. The purpose of the education program will be to orient and educate the member about organizational structure, developmental needs of students, appropriate teaching strategies, and so forth. The 8-hour education program may be held outside regular work hours; in such cases, the member will be paid at their contract rate. Members shall have the option of requesting up to eight-hours of substitute coverage to train and/or observe in their new subject area and/or grade level. Instead of substitute coverage, members may request to be paid for

eight hours of preparation time outside of their contract hours.

G. RELOCATION ASSISTANCE AND COMPENSATION FOR REQUIRED MOVES

1. For this section, required moves are defined as moves that result from involuntary transfer and/or involuntary reassignment as defined in Section A, and/or moves due to bond work and/or construction.
2. For any classroom moves required by the District, every effort will be made to provide members with at least three weeks' notice of the date in which their workspaces must be packed and moved to ensure they have an appropriate amount of time to pack and unpack.
3. Members required to pack and unpack classrooms outside of their contracted hours will be paid at their Contract Rate for up to eight (8) hours of packing and up to eight (8) hours of unpacking.
 - a. Members shall work collaboratively with the building administrator, or their designee, to develop the work plan (number of days and how they are to be used) if additional time is needed.
4. As duties vary from site to site, administrators will consult with site leadership teams regarding site specific time needs and considerations related to the move. Materials and packed boxes moved by the District shall be delivered on site prior to the time allotted to unpack/set up. Members shall have access to their new and/or temporary worksites to unpack and organize their rooms as soon as possible, but, at minimum, one contract day prior to the first day of classes in their new space.
5. Unless otherwise agreed, members are not responsible for moving District-owned materials or equipment. Members shall not be required to move furniture and other heavy classroom items. Boxes and packing materials shall be provided to members at least two weeks prior to the deadline to move, whenever possible.
6. Members are responsible for packing and moving personal items at their own expense.

ARTICLE 23 – Layoff and Recall

A. Assigning Seniority

1. Lots shall be drawn for newly hired members with the same hire date at the first Contract Maintenance meeting of each contract year. If there are additional new hires with the same hire date after the first Contract Maintenance meeting of the contract year, representatives from the District and the Association shall meet within thirty days of their hire to draw lots. A randomization tool shall be used to generate the lots to be drawn.

2. To ensure that seniority records are complete and accurate, at the second Contract Maintenance meeting of each year, the full seniority list shall be reviewed by both the District and the AEA.
3. On each seniority list, number 1 is the most senior, and the highest number is the least senior.
4. A letter shall be placed in each member's personnel file that lists their assigned placement on the seniority list.
5. Licensed staff do not lose seniority when moving into Ashland School District administrative positions. If they return to a licensed position, they will return to their original licensed seniority date and accrue years of experience with correlating longevity.
6. If the District or the Association locates records regarding previous decisions that were made for assigning seniority for licensed members with the same hire date, any previously assigned seniority rankings will supersede the new rankings. The newly found data will be added to the seniority spreadsheet and the HR system at the time a record of the previously determined seniority is found.
7. Information on assigning seniority for licensed members will be stored in a central location at the District Office. The Association shall have access to this information upon request.
8. If an error is found after seniority has been assigned, the District and the Association shall meet within ten business days to correct the error. The parties agree that rather than reassigning seniority for an entire group of members when an error is found, the member with an error in their seniority will be moved to the appropriate seniority group and will keep their seniority number placement. If movement into another seniority group creates a tie, lots will be redrawn for the two members with the same seniority number on an as needed basis.

B. LAYOFF

1. The District shall determine when layoffs are necessary and which program areas shall be affected. Recognized reasons for layoff are lack of funding to continue educational programs or administrative decisions regarding elimination or adjustment of classes. In determining members to be retained, should it become necessary for the District to reduce its staff under this section, the District shall, in January of each year, verify the certification, seniority and qualifications of each member. Once the District has

determined that a layoff is necessary the following sequence of events will be initiated:

First: The seniority list must be released to the Council. The seniority list must include members' assignments, licensure/endorsements, and cultural or linguistic expertise if applicable. Upon request, the District shall provide evidence of applicable linguistic expertise.

Second: The Board will take action at a meeting to initiate layoff procedures.

Third: A consultation period of up to thirty (30) days will begin. During that consultation period the Council will review the District's proposal to verify that it conforms to the contract.

Fourth: After the Council has confirmed that the District's proposal conforms to the contract, the Board will take formal action on layoff.

Fifth: If formal action of layoff is taken by the Board, affected members and the Council will receive notice of layoff from the building principals.

Sixth: Affected members will receive a certified letter from the District with written notice of the layoff. Members scheduled for layoff shall have access to a meeting with the District and the Association to ensure that they fully understand their rights under this Article.

Such notice will include the proposed time schedule for the date of layoff, which shall be no less than thirty (30) calendar days from the date of the notice of layoff, and the reasons for the proposed action. The District's overall instructional program will be given priority consideration.

2. The District shall make every reasonable effort to transfer members whose assignments are eliminated to other positions for which they are properly licensed under state and federal law.
3. Criteria for Reduction:
 - a. Licensure - A member who is currently teaching/working within the member's licensed area will have seniority rights within the parameters of that certificate.
 - b. Seniority - Total length of service (including approved leaves) is based on the first day of actual service with the District in a licensed position at .5 FTE and above. Ties will be broken by drawing lots. Representatives of the Council will draw lots on behalf of newly hired members to break ties

in seniority within 30 days of their first day of service.

- c. Experience - A member who is not currently teaching/working within the member's licensed area (i.e., an additional endorsement not being used for the member's current assignment) will have seniority rights only when the member had previously successful experience in that area in the District. For the purpose of this section, successful experience does not include work as a substitute.
 - d. Competency – The member is not considered competent if the member has failed a plan of assistance and is currently on a plan because of that failure.
- 4. When existing members of the bargaining unit cannot be transferred to other positions for which they are properly licensed under state and federal law, they will be placed on seniority lists according to the areas for which they are qualified. Layoffs will be conducted by licensure using the ordered seniority determined either by hire date or lots drawn. If applicable, cultural and/or linguistic expertise shall be considered based on the regulations of ORS 342.934 as in force at the time of the need for reduction in force.
 - 5. Layoff is considered when an individual goes from 1.0 FTE to less than 1.0 FTE or when FTE is reduced to less than .5 FTE. No layoff is considered when an individual goes between .99 FTE and .50 FTE.
 - 6. In the event of an unfunded, long-term emergency school closure, (i.e. fire, pandemic, flood) employees may be temporarily laid off and shall be subject to recall within forty- eight (48) hours of notice from the District.

C. RECALL

If within 27 months of layoff a vacancy occurs within the District for which the laid off member is properly licensed under state and federal law, recall will be in the reverse order of layoff in accordance with the following procedures:

- 1. At the time of layoff, the District provide laid off members the opportunity to express, in writing, a desire to return to the District. The District shall also receive the member's address for recall notification. In the event of a recall, the District shall notify a member who has expressed a desire to return to the District of the recall by certified mail, return receipt, sent to the last address given by the member to the District office.
- 2. At the time of layoff, the employee may indicate in writing a desire to return to the District and may provide the District with an address to which notices shall be sent. Members will have sixteen (16) calendar days from the date of the mailing of such notice to notify the District in writing of their intent to return within sixty (60)

calendar days of the date of such notice. Failure of the member to respond within the time herein specified shall terminate such member's right to recall.

3. Upon recall, the District shall restore the salary and accrued benefits, including paid leaves, to all laid off members who accept a recall notice.
4. Full-time laid off members may accept a part-time recall position and still remain on the recall list.
5. When the District employs long term substitutes, laid off members shall be given priority long-term substitute assignments while on the recall list and are protected from forfeiting recall rights when substituting.

D. ORIENTATION

A member who is recalled to a different level or program (e.g., middle school to high school, etc.) may be required to participate in a District education program not to exceed eight (8) hours. The purpose of the education program will be to orient and educate the member about organizational structure, developmental needs of students, appropriate teaching strategies, and so forth of the new level. The eight (8) hour education program may be held outside regular work hours; in such cases, the member will be paid at their contract rate.

ARTICLE 24 –Dues Deduction, Employee Information, & New Hire Orientations

- A. The District will deduct dues, fees, and any other assessments or authorized deductions to the Association in accordance with the payroll-deduction authorizations signed by members and provided to the Association. The Association will provide the District with a list identifying the members who have signed such authorizations and the authorized deduction amounts, as well as payment remittance data instructions for reporting dues payments. The District shall rely on the list and the payment remittance data instructions to make the authorized deductions and to remit payment and data to the Association.

The District shall be responsible for paying the AEA, OEA, and/or NEA dues that are not deducted and paid when the dues deduction information was communicated by OEA Staff to the payroll clerk by the clerk's designated cutoff date.

- B. OEA, NEA, and AEA dues and voluntary contributions for all Association members shall be equally divided and deducted in ten (10) monthly payments, starting with the October paycheck and ending with the July paycheck.
- C. All monthly OEA and NEA dues and voluntary contributions shall be remitted in a single payment, along with an excel-compatible register, to the OEA Membership Specialist within ten (10) calendar days of each pay period.

- D. All monthly AEA dues shall be directly deposited into the AEA bank account. AEA shall provide the routing number and account information needed for direct deposit. An excel-compatible register of all AEA dues deducted from each member's paycheck shall be sent to the AEA Treasurer and the OEA Consultant within ten (10) calendar days of the pay period in which they were deducted.
- E. If a bargaining unit member becomes an Association member after the first paycheck and dues deduction, OEA, NEA, and AEA dues and voluntary contributions shall be prorated, equally divided, and deducted from the remaining pay periods.
- F. The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or judgements against the District concerning the dues deductions procedures outlined in this Agreement. The Association's obligation is contingent upon the District providing the Association notice of any claim within 30 days and cooperating with the Association and its designated counsel in the defense of the claim. The Association's obligation does not extend to substantiated claims of criminal allegations or actions brought against the District by the Association. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event the District wishes to use its own attorney, the District will pay the fees and costs of said attorney.
- G. On February 1st, June 1st, and October 1st of each year, the District will provide the OEA UniServ Representative and the OEA Membership Specialist an editable, digital file of each employee in the bargaining unit (both members and non-members) that includes the following information:
1. Last four digits of their social security number
 2. First date of service into an AEA bargaining unit position
 3. FTE
 4. Worksite(s)
 5. Title
 6. Position on the salary schedule (step and column)
 7. Annual Salary
 8. Residential address or personal mailing address if available to the District.
 9. Any means of electronic communication, including work and personal electronic mail addresses if available to the District.
 10. Residential, cellular, and work phone numbers if available to the District.
- H. The District will provide the OEA UniServ Representative and the OEA Membership Specialist the above listed information for all newly hired employees on the 10th, 20th, and 30th of each month (except February when the information will be provided on the 10th, 20th, and 28th or 29th). In instances where it is not feasible to include an employee on a reporting date, the District will provide the information within 10 calendar days of hire. If within a ten (10) day period the District does not hire any new employees, a notification will be sent to the OEA UniServ Representative indicating that no new employees were hired during that timeframe.

Any changes in items listed in section G, including employee name, will be submitted monthly to the Association.

- I. Prior to the start of the school year, the District shall provide a two-hour block during the paid in-service days for the Association to meet with new employees hired during summer break. If the new hire orientation is scheduled outside of the 193-day contract year, all new hires shall be paid at their hourly rate for all time spent attending the AEA orientation. The District shall submit to the Association an initial list of new hires ten (10) calendar days prior to the new hire orientation in August and shall submit an updated list of new hires two (2) calendar days prior to the new hire orientation in August.
- J. After the school year begins, the District and Association will collaborate on a two-hour block of time, within 30 days after hire, for the Association to meet with new employee(s). No employee shall suffer a loss of pay or benefits from participating in these Association orientation meetings.

ARTICLE 25 – Compensation

The salary schedule was developed to compensate for increased experience and encourage professional growth.

A. PAY DATES

September paychecks shall be paid no later than the 35th calendar day after members begin work in August. In each subsequent month, the pay date shall be on the 25th of the month. In June, members shall receive three separate checks to pay the balance of their contract. If the pay date in any month falls on a holiday or weekend, members shall be paid on the preceding workday.

B. SALARIES:

- 1. For the duration of this contract, all eligible bargaining unit members will receive a pay step each year. The licensed salary schedule shall be increased by 3.00% COLA each year. See salary schedules in Appendix A-1, A-2, and A-3.
- 2. Note: Members “eligible” for a pay step are those who have completed at least one-half year of service, or have been on approved or Study or Professional Leave and provided adequate documentation of the study or work experience completed while on leave.
- 3. Vertical and horizontal step increments shall remain at 3.25% for the duration of this contract.
- 4. Special education teachers shall receive a pro-rated annual stipend of \$2,500 per

1.0 FTE. These stipends shall be paid in equal monthly installments.

C. HORIZONTAL MOVEMENT DURING LIFE OF AGREEMENT

1. If a member completes the necessary credits for advancement to a higher column on the salary schedule, an adjustment in salary and on the salary schedule shall become effective beginning with the payroll period following written notification by the member to the Superintendent. Necessary credits may include In-District courses which are approved for credit in advance by the District. Official verification of having successfully completed the additional course(s) will be submitted with the written notification
2. All credits must be upper division or graduate hours earned after the BA.

D. PLACEMENT OF MEMBERS

1. Newly hired members shall receive full credit on the salary schedule for all state recognized prior teaching experience and/or experience in their field (except for Career and Technical Education members without teaching experience) in which they were hired. "State recognized" means any school (private or public) that is recognized by the state in which it operates. All newly hired members shall also receive a full year of experience credit for any past employment that extended at least half a year.
2. Career and Technical Education teachers seeking licensure will receive step credit for every two years of work experience, up to the 5-year step, in the discipline for which the CTE teacher was hired. As required by TSPC and ODE, the teacher will develop a professional development plan with their advisory board and will continue moving along the steps of teaching experience during the completion of the plan. Once the plan is completed, any additional years of experience (at a ratio of 1 year in industry to 1 year in teaching) will be added to the teacher's experience level up to 10 years. Current CTE teachers will not receive retroactive pay for any years prior to the 2024-2025 school year.
 - a. For example, a candidate who comes to the District with 6 years of industry experience will be placed at step 3 on the BA column of the salary schedule. They will receive a step increase for each year they are on the professional development plan. Upon completion of the professional development plan, the teacher will be moved to step 9 to account for their initial years of industry experience that were not counted upon hire.
3. CTE teachers and Nurses will receive credit for movement to the next column of the salary schedule based on college coursework, or for approved documented training relevant to their discipline and included as part of a Professional Development Plan. Credit for training will be at the rate of 1 credit hour for each 8 hours of professional training.

4. All salary placements will be documented upon hire and signed by the Superintendent or designee. A copy of this documentation shall be given to the member and the Director of Human Resources, and a copy will be placed in the member's personnel file.

E. LONGEVITY

Members who are stepped out on the salary schedule will be paid based on the following:

1. The parties recognize that the current salary schedules end at step 14 for BA, step 17 for BA+45/MA and BA+60/MA+15, and step 18 for BA+75/MA+30 and Specialists.
2. Members in the BA column of the salary schedule who reach steps 15, 16, 17, or 18 will receive a \$600 stipend each year. Members in the BA+45/MA column who reach step 18 will receive a \$600 stipend each year. Members in the BA+60/MA+15 column who reach step 18 will receive a \$600 stipend each year.
3. Members who reach steps 19, 20, 21, 22, 23, or 24 on the longevity schedule will receive a \$1,150 stipend each year.
4. Members who reach step 25 and beyond on the longevity schedule will receive a \$2,100 stipend each year.
5. Longevity will be calculated based on the member's placement on the salary schedule and adjusted based on their full-time equivalent (FTE) as of September 1st of the current school year.

F. Members who lead professional development shall be paid their hourly rate of pay for any time spent outside of the eight (8) hour workday preparing for or presenting the professional development. For every two hours of Professional Development that members present, they will be paid for one hour of preparation time at their hourly rate.

G. In the event of a situation beyond the control of the Board which requires the closing to students or employees of one or more, or all of the schools, the school year may be extended to compensate for the number of days lost in such schools, at the discretion of the District with no additional pay in excess of the member's yearly contracted salary. Staff will be notified of any extension of the school year no later than April 30.

1. When schools are closed for a full day, members are not required to be in attendance.

2. When schools are delayed for two hours, members are expected to report to work two hours later than their regular reporting time. Part-time members whose schedules are not impacted by the delay shall report at their regular report time.
- H. If the District is not able to meet its financial obligations, without implementing a layoff, the parties will consult. The purpose of these consultations will be to agree on strategies to enable the District to meet the financial obligations in the most educationally responsible way.

ARTICLE 26 – Insurance

The Association and the District agree that the health and well-being of employees is of utmost importance. The parties also agree that we will work collaboratively to develop health promotion activities that assist employees in making informed decisions about their health care and lifestyle changes.

A. INSURANCE COMMITTEE

1. The Association shall have four (4) voting members on the Insurance Committee. Committee members will be paid the committee rate for their participation.
2. Prior to the start of the plan year, the Committee will review insurance plan options for the following plan year and bring recommendations to the administration.

B. HEALTH INSURANCE

1. Eligibility

Each member covered under this bargaining Agreement who works a minimum of .50 FTE during a school year is eligible for health insurance coverage. Members are not obligated to purchase coverage for spouse/domestic partners and/or dependents.

2. Eligible members who work a full contract year shall receive twelve (12) months of insurance beginning October 1 and ending September 30. Eligible members who work less than a full contract year will receive a pro-rated-benefit.
3. Open enrollment period will occur between August 15 and September 15 each year.

C. Definition of Benefits

1. Health insurance is defined as medical (including prescriptions), dental and vision coverage. Members may not separately select one or more of these coverages; all three are provided as a “bundled” benefit.
2. The District shall continue to offer a Section 125 Cafeteria Plan that provides the option of pre-tax insurance premiums as well as supplemental health and accident insurance for eligible members, as defined by the current plan.

3. Premium Payments

- a. The District agrees to pay a portion of the monthly premium cost per employee for the purchase of medical, dental and vision insurance each contract year (October through September). Premiums for certified employees will be split according to the following percentages:

Employee only: District assumes 100% of the cost.

Employee and Children: 90% District 10% Employee

Employee and Spouse: 87% District and 13% Employee

Full Family: 86% District and 14% Employee

- b. Separate premiums for medical, dental and vision coverage are determined annually and are effective from October 1st through September 30th (the plan year). These premiums are established on four different step rates, as follows: employee only, employee and child/children, employee and spouse/domestic partner, and family.
- c. The out-of-pocket premium will be deducted from the member’s paycheck. Monthly premiums are not pro-rated.
- d. Each member who works .50 FTE through .79 FTE shall pay no more than 1.5 times the out-of-pocket amount that full-time (1.0 FTE) members pay for health insurance coverage. Each member who works .80 FTE through .99 FTE shall pay the same out-of-pocket premium as full-time members.
- e. Members who have medical coverage through another group plan may opt-out of the District-provided medical, prescription, dental, and vision coverage by providing to the District proof of coverage. The District will then provide the member with a taxable benefit in the amount of \$400.00. Members may opt-out at open enrollment or during a qualifying life

event.

- f. If an eligible member takes unpaid leave during a school year, the member may be responsible for payment of the entire monthly insurance premium. That determination is made by the District when the leave request is submitted, based on the percentage of unpaid leave days for the current school year to the number of contract days worked for the current school year.

D. LIFE INSURANCE

Eligible members and their spouse/domestic partner/dependents have access to group life insurance. The member pays the entire monthly premium for group life insurance through payroll deduction.

E. LONG-TERM DISABILITY INSURANCE

Eligible members pay the entire monthly premium for long-term disability insurance through payroll deduction.

ARTICLE 27 – Travel Expense and Reimbursement

Staff will need to obtain advanced approval from the site administrator prior to making travel arrangements. Meal and lodging expenses are expected to be kept within the per diem rates established by the General Services Administration (GSA) located at www.gsa.gov/perdiem. Upon administrator approval, lodging expenses that exceed the GSA per diem rates may be approved. Registration fees will be covered as approved by the site administrator. Mileage will be reimbursed at the current IRS rate for miles driven on behalf of the District or staff may choose to use their P-card for fuel purchases made during business travel. Refer to DLC-AR and the Staff Handbook for reimbursement procedures. When out of town travel is necessary both parties will refer to ASD Administrative Rule for Travel.

ARTICLE 28 – Compliance Between Individual Contracts and Master Agreement

Any individual contract between the Board and an individual member heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language conflicting with this Agreement, this Agreement, during its duration shall be controlling.

ARTICLE 29 – Site-Based Decision Making/Contract Waiver

The Board and the Council agree that there may be times when members and administrators mutually desire to waive a specific contractual article in order to

implement an educational innovation. It is the intent of this article to allow contract waivers to occur under the following conditions:

- A. Member participation in an innovation requiring a contract waiver is voluntary;
- B. The waiver is memorialized in a Memorandum of Understanding approved by the Southern Oregon Bargaining Council and the Board. The AEA Representative Council will be notified of the waiver request and determine whether or not member ratification is necessary. In all cases the signatures of the School Board, the Council, and the Ashland Education Association are necessary on any memorandum.
- C. The Memorandum of Understanding will specify the contract article being waived or modified and the expiration or renewal date of the waiver. The Memorandum of Understanding will be non-precedent setting.
- D. The Memorandum of Understandings are subject to the grievance process.
- E. Those who choose not to participate in an innovation requiring a contract waiver will not be subject to an adverse evaluation, discipline, or dismissal for their non-participation.
- F. The collective bargaining agreement not affected by any Memorandum of Understanding will remain in full force and effect and have full application to the members who are affected by the innovation requiring a contract waiver.

ARTICLE 30 – Retirement Program

The District shall continue to pay the employee contribution to the Public Employees Retirement System, not to exceed six percent (6%). The parties agree that this section shall not be modified or reopened during the life of this Agreement.

ARTICLE 31 – Intellectual Property

- A. The parties wish to encourage creativity, production and collaboration in producing materials for the classroom or for benefit and use of the school district.
- B. The ownership of any materials, processes, or inventions developed by a member outside the course of the member's regular duties for the Ashland School District and using the member's individual effort, time and expense shall vest in the member. If copyrighted, licensed or patented, it will be done by the member in the member's name.
- C. The ownership of materials, processes, or inventions specifically commissioned by or produced for the Ashland School District, using Ashland School District supplies, materials, and on the Ashland School District's time shall vest solely in the Ashland School District and shall constitute "works made for hire" as defined in the United States

Copyright Act, 17 USC § 101. Members agree to execute such other documents as the Ashland School District may reasonably request to perfect the Ashland School District's ownership of all rights, title and interest in such works made for hire.

- D. In instances where materials, processes, or inventions are produced by a member as part of their employment with time, facilities, or other Ashland School District resources, the ownership of the materials, processes, or inventions shall vest jointly with the Ashland School District and the member. The product will be available for use by the Ashland School District, including but not limited to the right of the Ashland School District to make modifications to the product, in perpetuity, at no cost to the District.

ARTICLE 32 – Contract Maintenance

- A. For the purpose of this article, a Contract Maintenance Committee shall meet regularly to address issues that arise during the duration of the contract and as a means of communicating between the District and the Council any related concerns pertaining to working conditions. When it is recognized that a change in contract language is desirable, the parties will follow their procedures for the development and ratification of a memorandum of understanding. Once an MOA has been mutually agreed upon, AEA will place the MOA proposal on the next regularly scheduled upcoming SOBC meeting. The District will send the proposed MOA to the School Board for placement on the next regularly scheduled Board meeting. Either party may request an expedited process through a special session. Once MOAs are ratified and signed, they will be posted on the District website within ten (10) working days.
- B. The Contract Maintenance Committee will review the following documents on an annual basis, including but not limited to, seniority lists, longevity lists, schedules for member-directed PD time and PLC time, important dates and deadlines, and financial documents as requested. All data requested (compiled data when possible) will be provided on a mutually agreed upon timeline, not to exceed 45 days. The Contract Maintenance Committee will establish and regularly review the schedule for data delivery.

See Appendix D for the Contract Maintenance Referral Form. This form is subject to revisions annually by the Contract Maintenance Committee.

ARTICLE 33 - Itinerant Bargaining Unit Members

- 1. Itinerant Bargaining Unit Members
 - a. Itinerant bargaining unit members are defined as members who are assigned to than one worksite.
 - b. Itinerant members are entitled to submit mileage reimbursement at the IRS rate for miles driven between worksites. Miles driven from a member's home to a worksite or from a worksite to their home will not be reimbursed.

- c. FTE for itinerant members shall not exceed 1.0 FTE and itinerant members shall not be required to work more than an eight-hour workday. Every effort shall be made for itinerant members to have student contact minutes and schedules that are equitable to other full-time members at the elementary or secondary level based on the worksites they are assigned to.
- d. Prep-time for itinerant members shall be equal to the prep time at their home site. Home site is defined as the assignment where they have the most student contact time. If an itinerant member has equal student contact minutes at two sites, their prep time shall be the sum of half the amount of prep time allotted to full-time members at each site, based on their FTE.
- e. All itinerant members shall receive travel time as follows.

Travel Time	Helman	AHS	AMS/TRAILS	Willow Wind	Bellview	Walker
Helman		20 minutes	25 minutes	25 minutes	30 minutes	25 minutes
AHS	20 minutes		15 minutes	15 minutes	20 minutes	15 minutes
AMS/TRAILS	25 minutes	15 minutes		10 minutes	15 minutes	10 minutes
Willow Wind	25 minutes	15 minutes	10 minutes		15 minutes	10 minutes
Bellview	30 minutes	20 minutes	15 minutes	15 minutes		15 minutes
Walker	25 minutes	15 minutes	10 minutes	10 minutes	15 minutes	

ARTICLE 34 – Part-Time

1. A part-time member is a member whose FTE is less than 1.0 FTE.
2. Part-Time FTE Calculation: Part-time FTE shall be calculated as follows:
 - a. Part-Time FTE shall be calculated by the number of student contact minutes a part-time member has in a schedule cycle (e.g. Secondary AB Day Schedule=10 days, Elementary weekly schedule = 5 days) divided by the total student contact minutes of full-time members who have a comparable job description at their level for the same period. “Comparable job description” is defined as general education, resource special education, or site based special education. “Level” is defined as elementary, K-8 for Willow Wind and TRAILS, AMS, or high school.
 - i. Student Contact Minutes: Student contact minutes are defined as the total amount of time that members spend directly interacting with students during a given period, such as a class session, course, program, and times of assigned supervision.
3. Every effort shall be made to create schedules for part-time members that include continuous student contact time.
4. Members who travel between work sites shall have travel time included in their workday as outlined below. Travel time shall be separate from protected lunch and prep time.

Travel Time	Helman	AHS	AMS/TRAILS/	Willow Wind	Bellview	Walker
Helman		20 minutes	25 minutes	25 minutes	30 minutes	25 minutes
AHS	20 minutes		15 minutes	15 minutes	20 minutes	15 minutes
AMS/TRAILS/	25 minutes	15 minutes		10 minutes	15 minutes	10 minutes
Willow Wind	25 minutes	15 minutes	10 minutes		15 minutes	10 minutes
Bellview	30 minutes	20 minutes	15 minutes	15 minutes		15 minutes
Walker	25 minutes	15 minutes	10 minutes	10 minutes	15 minutes	

5. Prep Time Calculation: Prep time for part-time bargaining unit members is calculated by multiplying the part-time FTE by the prep time allotted a full-time teacher for a full teaching cycle by level.
6. Part-time members shall have the same percentage split of Professional Development and member-directed time as full-time members at their site with comparable job descriptions.

Article 35 – Health & Safety

- A. The District shall provide a safe and healthy working environment for all members. Members shall not be required to work under unsafe or hazardous conditions. Every member will be provided with an indoor workspace.
- B. The District will immediately notify members when they are potentially exposed to contagious diseases, viruses, or environmental hazards. The District shall identify the actions taken to address the unsafe or hazardous conditions.
- C. The District is prohibited from retaliating or taking adverse personnel actions against any member who reports health and safety incidents.

Article 36 – Non-Discrimination

- A. In compliance with federal statutes, the Council and the District agree employees who identify as members of a protected class, including but not limited to race, national or ethnic origin, color, sex, religion, age, sexual orientation, gender expression or identity, pregnancy and related medical conditions, marital status, familial status, mental or physical disability, or military service, shall not be discriminated against.
- B. Bargaining unit members who believe they are targets of discrimination, hazing, harassment, intimidation, menacing, bullying, or cyberbullying may be accompanied by a union representative when reporting to and engaging with the District in filing a report and addressing the issue through the District process for investigating and addressing discrimination concerns. Retaliation against any person who reports, is thought to have

reported, files a complaint or otherwise participates in an investigation or inquiry is strictly prohibited by Board policy.

ARTICLE 37 – Duration

- A. This Agreement shall be effective upon execution except as otherwise provided and shall remain in full force and effect through June 30, 2029.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument, in writing, duly executed by both parties.
- C. The District and the Council will begin successor contract negotiations no later than March 1, 2029.

ARTICLE 38 – Execution - Signature

Executed this _____ of _____, 2026, at Ashland, Oregon, by the undersigned officer of District 5 School Board and Administration on behalf of School District 5, Jackson County, Oregon, and by the Southern Oregon Bargaining Council.

Southern Oregon Bargaining Council

Ashland School District

By _____
SOBC Chairperson

By _____
Chair, School Board

By _____
SOBC Local representative

By _____
Superintendent

Date: _____

Date: _____

APPENDIX A-1 – 2026-2027 Licensed Employee Salary Schedule
193 Days
Ashland School District

	[BA]	[BA+45/MA]	[BA+60/MA+15]	[BA+75/MA+30]	Specialist
1	\$51,806	\$53,490	\$55,228	\$57,023	\$64,023
2	\$53,490	\$55,228	\$57,023	\$58,876	\$66,104
3	\$55,228	\$57,023	\$58,876	\$60,790	\$68,252
4	\$57,023	\$58,876	\$60,790	\$62,766	\$70,471
5	\$58,876	\$60,790	\$62,766	\$64,806	\$72,761
6	\$60,790	\$62,766	\$64,806	\$66,912	\$75,126
7	\$62,766	\$64,806	\$66,912	\$69,086	\$77,567
8	\$64,806	\$66,912	\$69,086	\$71,332	\$80,088
9	\$66,912	\$69,086	\$71,332	\$73,650	\$82,691
10	\$69,086	\$71,332	\$73,650	\$76,044	\$85,378
11	\$71,332	\$73,650	\$76,044	\$78,515	\$88,153
12	\$73,650	\$76,044	\$78,515	\$81,067	\$91,018
13	\$76,044	\$78,515	\$81,067	\$83,701	\$93,976
14	\$78,515	\$81,067	\$83,701	\$86,422	\$97,031
15		\$83,701	\$86,422	\$89,230	\$100,184
16		\$86,422	\$89,230	\$92,130	\$103,440
17		\$89,230	\$92,130	\$95,125	\$106,802
18				\$98,216	\$110,273

***Specialist is defined as Behavior Analysts, Occupational Therapists, Physical Therapists, Speech Pathologists, School Psychologists, and Autism Specialists.**

APPENDIX A-2 – 2027-2028 Licensed Employee Salary Schedule
193 Days
Ashland School District

	[BA]	[BA+45/MA]	[BA+60/MA+15]	[BA+75/MA+30]	Specialist
1	\$53,360	\$55,095	\$56,885	\$58,734	\$65,734
2	\$55,095	\$56,885	\$58,734	\$60,643	\$67,870
3	\$56,885	\$58,734	\$60,643	\$62,614	\$70,076
4	\$58,734	\$60,643	\$62,614	\$64,649	\$72,354
5	\$60,643	\$62,614	\$64,649	\$66,750	\$74,705
6	\$62,614	\$64,649	\$66,750	\$68,919	\$77,133
7	\$64,649	\$66,750	\$68,919	\$71,159	\$79,640
8	\$66,750	\$68,919	\$71,159	\$73,472	\$82,228
9	\$68,919	\$71,159	\$73,472	\$75,859	\$84,900
10	\$71,159	\$73,472	\$75,859	\$78,325	\$87,660
11	\$73,472	\$75,859	\$78,325	\$80,870	\$90,509
12	\$75,859	\$78,325	\$80,870	\$83,499	\$93,450
13	\$78,325	\$80,870	\$83,499	\$86,212	\$96,487
14	\$80,870	\$83,499	\$86,212	\$89,014	\$99,623
15		\$86,212	\$89,014	\$91,907	\$102,861
16		\$89,014	\$91,907	\$94,894	\$106,204
17		\$91,907	\$94,894	\$97,978	\$109,656
18				\$101,163	\$113,219

***Specialist is defined as Behavior Analysts, Occupational Therapists, Physical Therapists, Speech Pathologists, School Psychologists, and Autism Specialists.**

APPENDIX A-3 – 2028-2029 Licensed Employee Salary Schedule
193 Days
Ashland School District

	[BA]	[BA+45/MA]	[BA+60/MA+15]	[BA+75/MA+30]	Specialist
1	\$54,961	\$56,747	\$58,592	\$60,496	\$67,496
2	\$56,747	\$58,592	\$60,496	\$62,462	\$69,690
3	\$58,592	\$60,496	\$62,462	\$64,492	\$71,954
4	\$60,496	\$62,462	\$64,492	\$66,588	\$74,293
5	\$62,462	\$64,492	\$66,588	\$68,752	\$76,708
6	\$64,492	\$66,588	\$68,752	\$70,987	\$79,201
7	\$66,588	\$68,752	\$70,987	\$73,294	\$81,775
8	\$68,752	\$70,987	\$73,294	\$75,676	\$84,432
9	\$70,987	\$73,294	\$75,676	\$78,135	\$87,176
10	\$73,294	\$75,676	\$78,135	\$80,675	\$90,009
11	\$75,676	\$78,135	\$80,675	\$83,297	\$92,935
12	\$78,135	\$80,675	\$83,297	\$86,004	\$95,955
13	\$80,675	\$83,297	\$86,004	\$88,799	\$99,074
14	\$83,297	\$86,004	\$88,799	\$91,685	\$102,294
15		\$88,799	\$91,685	\$94,664	\$105,618
16		\$91,685	\$94,664	\$97,741	\$109,051
17		\$94,664	\$97,741	\$100,918	\$112,595
18				\$104,197	\$116,254

***Specialist is defined as Behavior Analysts, Occupational Therapists, Physical Therapists, Speech Pathologists, School Psychologists, and Autism Specialists.**

Appendix A-4 – 2026-2029 Longevity Schedule

Longevity Schedule					
	[BA]	[BA+45 or MA]	[BA+60 or MA+15]	[BA+75 or MA+30]	Specialist
1	\$0	\$0	\$0	\$0	\$0
2	\$0	\$0	\$0	\$0	\$0
3	\$0	\$0	\$0	\$0	\$0
4	\$0	\$0	\$0	\$0	\$0
5	\$0	\$0	\$0	\$0	\$0
6	\$0	\$0	\$0	\$0	\$0
7	\$0	\$0	\$0	\$0	\$0
8	\$0	\$0	\$0	\$0	\$0
9	\$0	\$0	\$0	\$0	\$0
10	\$0	\$0	\$0	\$0	\$0
11	\$0	\$0	\$0	\$0	\$0
12	\$0	\$0	\$0	\$0	\$0
13	\$0	\$0	\$0	\$0	\$0
14	\$0	\$0	\$0	\$0	\$0
15	\$600	\$0	\$0	\$0	\$0
16	\$600	\$0	\$0	\$0	\$0
17	\$600	\$0	\$0	\$0	\$0
18	\$600	\$600	\$600	\$0	\$0
19	\$1,150	\$1,150	1,150	\$1,150	\$1,150
20	\$1,150	\$1,150	\$1,150	\$1,150	\$1,150
21	\$1,150	\$1,150	\$1,150	\$1,150	\$1,150
22	\$1,150	\$1,150	\$1,150	\$1,150	\$1,150
23	\$1,150	\$1,150	\$1,150	\$1,150	\$1,150
24	\$1,150	\$1,150	\$1,150	\$1,150	\$1,150
25+	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100

Appendix B - Extra Duty Assignments

Compensation schedule for responsibilities exceeding the members' job descriptions or completed outside of the contracted day/year are herein referred to as extra duty assignments.

All extra duty assignments shall be voluntary. Extra duty assignments shall first be made available to the staff, then the community.

This schedule is grouped by position A, B, C, etc., to indicate the level of responsibility and compensation. Prior to the assignment of any person to any group, the District shall list, in writing, the duties to be performed during the year. There shall be evaluations by immediate supervisors and principals of the accomplishments of assigned duties.

EXTRA DUTY SCHEDULE

GROUP A

1. Middle School Athletic Coordinator
2. Football, Head Coach, High School
3. Basketball, Head Coach, High School
4. Dean of Students, High School - Two stipends
5. Dean of Students, Middle School
6. Volleyball, Head Coach, High School (Girls)
7. CTE Coordinator
8. MTSS Coordinator

GROUP B

1. Wrestling, Head Coach, High School
2. Baseball, Head Coach, High School
3. Track, Head Coach, High School
4. Softball, Head Coach, High School
5. Head Debate Coach – Two stipends
6. Soccer, Head Coach, High School
7. Volleyball, Head Coach (Boys), High School
8. Annual Advisor, High School
9. Journalism Advisor, High School
10. Drama Coach – Three stipends based on three productions
11. Leadership Advisor, High School

GROUP C

1. Cross Country, Head Coach, High School
2. Elementary Coaching (School Year)
3. Cheer Coach, High School
4. Dance Coach, High School
5. Robotics Coach, High School

GROUP D

1. Tennis, Head Coach, High School
2. Assistant Coaches, High School
(Cross Country, Track, Baseball, Football, Basketball, Wrestling, Volleyball, Soccer, Softball, Debate Coach – Two stipends)
3. Head Swim Coach, High School
4. Band, High School
5. Pep Band, High School
6. Orchestra, High School
7. Choir, High School

GROUP E

1. Track, Head Coach, Middle School
2. Outdoor School Director, Middle School
3. Football, Head Coach, Middle School
4. Cross Country, Head Coach, Middle School
5. Athletic Trainer (each season)
6. AHS Extra-Curricular Academic Advisor
7. AHS Musical Advisor
8. Band, Middle School
9. Orchestra, Middle School
10. AMS Drama – Paid out twice each year for a total of one stipend per production
11. Elementary Choir
12. Middle School Choir
13. 5th Grade Strings

GROUP F

1. Golf, Head Coach, High School
2. Assistant Coaches Middle School, 7th and 8th, Football
3. Coaches Middle School, Wrestling, and 7th and 8th Basketball, Volleyball
4. Assistant Coaches, Middle School, Cross Country, Track
5. Annual Advisor Middle School
6. Weight Room, High School
7. Assistant Athletic Director, High School
8. Tennis Assistant Coach, High School
9. Swim Assistant Coach, High School
10. Assistant Dance Coach, High School
11. AHS Intramural Program Advisor
12. Yearbook Advisor, High School

GROUP G

1. Newspaper Advisor, Middle School
2. High School Assistant Golf
3. Student Tutor Center Supervisor

GROUP H

1. High School Club Advisors (FBLA, VICA, DECA, International) Freshman, Sophomore, Junior, Senior Class Advisors
2. National Arts Honor Society
3. LETRS
4. Brain Bowl Advisor
5. Middle School (6th grade) Football, Volleyball, Basketball, Softball - (limited to step 1 only)
6. National Honor Society Advisor, High School
7. Model United Nations Advisor, High School
8. Science Bowl Advisor, High School and Middle School
9. Math Bowl Advisor, High School
10. Mock Trials Advisor, High School
11. Academic Scavenger Hunt, High School and Middle School
13. Affinity Group Advisor

GROUP I

1. Advisors of Activities which are voluntary and principal-approved
2. M.S. Outdoor School Advisors (10 hr./week)

NOTE:

1. Middle School team leaders receive .078 of the Extra Duty Schedule base salary.

High School department heads with 10 or more employees = .065 of the Extra Duty Schedule base salary, with 5 to 9 employees = .058 of the Extra Duty Schedule base salary.
2. Individuals in Group I will be paid in accordance with Article 10.
3. Professional Learning Community Leaders receive .066% of the Extra Duty Schedule base salary.
4. Elementary Affinity Group Facilitators shall be paid the hourly equivalent of Step 1/Column 1 of the Licensed Salary Schedule for two hours monthly for preparing and facilitating the group. More than two hours worked and paid per month must receive prior administrator approval.

5. The rate of pay for Community-Based Instruction Tutors shall be 1.5 times the hourly equivalent of BA Step 1. If a student is a “no show” to a tutoring session, the tutor shall be paid for thirty-minutes.
6. All members who elect to perform non-professional duties (i.e. bus chaperones, ticket sales, crowd control, dance supervision, game help, grading/reading support, etc.) shall be paid minimum wage plus three dollars (\$3.00) per hour worked provided the duty is performed outside the member’s normal workday.

INCREMENT ADVANCEMENT SALARY SCHEDULE FOR EXTRA DUTY ASSIGNMENTS:

1. The entire schedule is based upon the entry level of the salary schedule for a beginning member for District licensed staff.
2. Any newly hired or presently assigned personnel can be placed at any level higher than the minimum depending upon the person’s experience.
3. Advancement on this schedule is not automatic. Extra duty assignments are for one school year only and must be renewed each year.
4. Licensed personnel shall be notified when advanced on the extra duty schedule.

NEW HIRE MENTOR PROGRAM

1. The purpose of the Ashland School District New Hire Mentor Program is to provide certified staff, new to the District, with a point person who has District and site-specific experience and knowledge. The Mentor makes introductions and connects the new hire to needed resources and procedures, with the goal of easing their transition. A complete list of expectations can be found in the New Hire Mentor job description. While the Mentor is not responsible for training or evaluating the new hire’s job performance, Mentors may provide assistance and feedback to the new hire if asked.
2. Members with a minimum of three full years of experience, with at least two years at their current school site, are eligible to apply to be a mentor.
3. If possible, Mentors will meet with their mentees during New Hire Orientation. If not possible, Mentors will meet with their mentees during in-service week.
4. Mentors are responsible for providing targeted support through daily onsite support and frequent face-to-face check-ins. While there will be an increased need for mentoring in the first weeks of the school year, the mentor will meet with the new member regularly throughout the school year to offer assistance and support.
5. Mentors will receive a \$1,000 stipend per mentee.

CREATION OF NEW POSITIONS AND/OR MOVEMENT OF EXTRA DUTY PLACEMENTS

Staff members may submit proposals for creating new extra duty positions or for movement of extra duty placements to Contract Maintenance for consideration. Any added positions or movement on the extra duty schedule shall be memorialized in a Memorandum of Agreement and approved through the process identified in Article 32.

Extra Duty Schedule

Base Salary = \$51,806

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
GROUP A	(15.5%)	(16%)	(16.5%)	(17%)	(17.5%)
GROUP B	(11%)	(11.5%)	(12%)	(12.5%)	(13%)
GROUP C	(9.5%)	(10%)	(10.5%)	(11%)	(11.5%)
GROUP D	(8.5%)	(9%)	(9.5%)	(10%)	(10.5%)
GROUP E	(7.5%)	(8%)	(8.5%)	(9%)	(9.5%)
GROUP F	(5.5%)	(6%)	(6.5%)	(7%)	(7.5%)
GROUP G	(4%)	(4.5%)	(5%)	(5.5%)	(6%)
GROUP H	(2%)	(2.5%)	(3%)	(3.5%)	(4%)

Extended Pay for Post-Season Activity

- A. Coaches listed in Appendix B will be paid an additional stipend for participating in post season OSAA and other state sanctioned competition(s) at 2%/day of the coach's extra duty salary for practice/event days to a maximum of 10%/week. This extended pay will start with the second week of post-season play/activity.
- B. Non-athletic advisors listed in Appendix B (i.e., rally, band, etc.) will be paid an additional stipend for participating in post season OSAA and other state sanctioned athletic competition(s) at 2%/day of the advisor's extra duty salary for practice/event days to a maximum of 10%/week. This extended pay will start with the second week of post-season play.
- C. Non-athletic advisors as listed in Appendix B involved in an extended season activity as established through competition will be paid at 2%/day of the

advisor's extra duty pay up to one week's equivalent maximum of 10% for one week per year.

- D. The number of coaches/advisors per team that will be eligible for extended pay will be determined by the building principal and/or the athletic director.
- E. This section will have full force and effect as long as funds are available.

APPENDIX C – Unpaid Leaves of Absence Request

Ashland School District

NAME _____ DATE _____

SCHOOL _____ JOB ASSIGNMENT _____

YEARS IN DISTRICT _____

PREVIOUS LEAVES GRANTED _____

TYPE OF UNPAID LEAVE REQUESTED _____

EXPLANATION _____

EFFECTIVE DATE OF LEAVE _____ EXPECTED DATE OF RETURN _____

Appendix D Contract Maintenance Form

When possible, forms will be shared four (4) business days prior to meetings.

Subject to be considered and rationale:

Article and Section of Contract (if applicable):

Possible solutions:

Is there additional information or data needed for the Committee to respond to this issue?

Appendix E – Prep Time Problem Solving & Help Form

NAME _____

SCHOOL _____

CLASS _____

DATE _____

Circle primary concern/s:

Number of Preps

Timing of Preps

Circle purpose:

Action Item

Information Only

Complete items 1 and 2 and schedule a meeting with your administrator

1) List your class schedule.

2) Describe any unique preparation needs for any of the classes you teach.

3) Describe the difficulty:

3 a) Is there a significant discrepancy between your number of preps and the number of preps of other teachers in your department/class type? Y N

3 b) With your administrator, indicate new remediation efforts including strategy, timeline, and date for review of remediation effort. One or more of the following *will* be utilized: (* = cost neutral)

1) Consider a change in the placement of the class within the master schedule*

2) Consider taking a prep day with a sub to cover your class

3) Consider classified support for some tasks

4) Consider using a reader/grader to grade papers for the teacher

5) Consider support for strategies to manage existing schedule*

6) Other: _____

3 c) Describe strategy selected:

Strategy Selected	Dates & Times Implemented	Outcome

4) Please note the numbers below:

Total # of Students: _____

Average Class size: _____

Administrator's Signature

Employee's Signature

NOTE: Administrator will submit copies of the completed form to the AEA Building Representative and the Superintendent.

