

Collective Bargaining Agreement

between

Glide Education Association

and

Glide School District No. 12

For the Period

July 1, 2025 through June 30, 2027

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CONTRACT BETWEEN
GLIDE EDUCATION ASSOCIATION
AND
GLIDE SCHOOL DISTRICT NO. 12

PREAMBLE

This Agreement is entered into by and between the Glide School District No. 12 and the Glide Education Association.

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 teaching personnel included in the bargaining unit and does not carry with it obligations or commitments not specifically covered in this agreement.

ARTICLE 1 – RECOGNITION

- A. The Glide School District No. 12, hereinafter referred to as the “Employer” and “District,” recognizes the Glide Education Association [a member of the Oregon Education Association (OEA) and the National Education Association (NEA)], hereinafter referred to as the “Association,” as the exclusive representative for all licensed teaching employees, to include counselors, librarians, TOSA(s), and Dean of Students, regularly scheduled for work twenty (20) or more hours per week on a regular basis and appointed to positions requiring licensure. The duties of any Licensed Teacher shall not allow evaluation or discipline of any Licensed staff as a classroom teacher.
- B. Specifically excluded from the bargaining unit are less-than-half-time teachers, substitute teachers, supervisory, administrative, classified and confidential employees, and temporary teachers (less than one hundred thirty-five [135] days as defined by ORS 342.815.
- C. Newly appointed employees assigned to positions in the District as delineated in (A) above shall be considered part of the bargaining unit upon their first day of employment, during the term of this agreement.
- D. In all official Association and District contacts and communications required by this contract, the President or their designee shall be the person for the Association, and the Superintendent or their designee shall be the person for the District.

ARTICLE 2 – MANAGEMENT RIGHTS

- A. Except as expressly limited by the specific provisions of this Agreement, the Board is the ultimate determiner of policy and retains to itself jurisdiction and authority over all facets of District operations and programs, as well as all rights and authority vested in it by law.
- B. Without limiting the generality of the foregoing (Paragraph A), it is agreed that the Board reserves the following rights, subject only to the express terms of this Agreement:
 - 1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees during contract hours, while attending school events, and/or while on school property; and the right to contract for services with any agency.
 - 2. To hire all employees, to determine their qualifications, and the conditions, for their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees;
 - 3. To direct and arrange all working forces in the system, and to create, combine, modify, or eliminate any teaching position;
 - 4. To establish levels and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board;
 - 5. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aides of every kind and nature, with appropriate staff input;
 - 6. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and non-teaching activities, and the terms and conditions of employment.
 - 7. In an effort to assist in maintaining safe and orderly campuses for our staff and students, security cameras have been installed in District buildings and on the grounds. These cameras are on and recording. The intention is to deter vandalism and watch specific areas that need to be monitored. The cameras could also record bullying and acts of violence. At times teachers walking in the halls or outside the buildings may be recorded. These recordings will be used for the purpose of maintaining student and staff safety.

ARTICLE 3 – ASSOCIATION RIGHTS

A. Information

Upon request in writing, the District agrees to make available to the Association accessible records so that the Association can research information necessary to function in its role as exclusive representative for licensed staff members. The Association agrees to reimburse the District for costs incurred in development and delivery of such information over 100 pages per request, as determined by the District. Cost will not exceed the cost of requests from general public.

B. Use of School Buildings

The Association and its representatives shall have the right to access school buildings for the conduct of Association business, providing there is no interference with regular school activities. Approval of the principal of the building in question shall be obtained twenty-four (24) hours in advance of such use.

C. Communication and Equipment

The Association shall have the right to use the intraschool mail facilities, email, faculty mailboxes, and other general school office equipment subject to postal regulations and District policies, for “normal” Association business. The District shall be held harmless by the Association from any and all claims and damages of any nature arising from any misuse of District electronic communications systems including, without limitation, the type of damages identified in the District’s policy and administrative regulations. The District’s email facilities are not secure communications.

D. Bulletin Boards

The Association shall have the right to place Association notices on bulletin boards in each school faculty lounge. All materials placed by the Association on the school bulletin boards shall be dated and labeled to identify their origination from the Association. Materials so placed shall not defame any person nor be detrimental to employer-employee relations or be part of the materials for a specific political campaign. Copies of all materials posted on bulletin boards will be provided to the building principal prior to posting.

E. Association Leave

The District will grant the Association (officer or other designated by the Association) no more than ten (10) days to be used for Association business.

Such leave will only be granted when the District is notified at least two (2) days prior to the intended leave and shall be taken in segments of no less than one half hour per leave. The Association will pay the cost of the substitute for the ten (10) days.

F. Association Representatives

Whenever any representative of the Association or any teacher is required by the Board to participate during work hours and negotiations, grievance proceedings, or other proceedings under this contract, the District will abide by Oregon Revised Statutes under Chapter 243.

For any licensed teacher hired after the start of the school year, the District shall notify the Association, within ten (10) calendar days of the first day of work, of the name and worksite of the new hire. The Association shall be granted one (1) hour of work time to meet with the new licensed teacher.

ARTICLE 4 – GRIEVANCE PROCEDURE

SECTION 1 – DEFINITIONS

- A. “Grievance” shall mean a complaint by an employee, group of employees, or Association that there has been to them an alleged violation or inequitable application of any provision of this Agreement.
- B. “Grievant” is the person, persons, or Association who has the grievance and is presenting the complaint, also referred to as the complainant.
- C. The “Party In Interest” is either the person, persons, or entity making the complaint or the person, persons, or entity against whom the complaint is made.
- D. “Consultant” is the one who may advise a party in interest.
- E. “Representative” is the person who may speak for and/or advise a party in interest.
- F. “Immediate Supervisor” is the one who has direct administrative or supervisory responsibilities over the grievant in the area of grievance, normally the building principal.
- G. “Days” – The term “days” when used in this article shall, except where otherwise indicated, mean the grievant’s working days.
- H. “Persons officially involved” means the Superintendent, the grievant, their representatives and/or consultants, parties in interest, and witnesses.
- I. “Witness” is an individual who has firsthand knowledge of the alleged contract violation or is a person recognized by the hearings officer(s) as an “expert witness.”
- J. “Association” is any organization representing the licensed personnel which has been elected by a majority vote of the respective employees.

SECTION 2 – GENERAL PROCEDURES

- A. These procedures should be processed as rapidly as possible; the number of days indicated for settlement or appeal at each level should be considered a maximum. The time limits can be extended by written mutual consent of the parties involved at any level of the procedures.
- B. All parties should attempt to complete the procedures by the end of the school year. The parties shall make a good faith effort to shorten the number of days provided at the various steps in order to finish by the end of the school year and avoid, if possible, carrying the process into the summer vacation period following the school year.
- C. All parties in interest have a right to be accompanied by a consultant or representative of their own choosing at each level of these grievance procedures. If either party intends to bring an entity acting as legal counsel, prior notice is required within 72 hours of the relevant timeline.
- D. There shall be no restraint, interference, discrimination, or reprisal exerted on any employee choosing to use these procedures for resolution of grievances.

- E. Failure at any level of this procedure by the grievant to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at this level. Failure at any level of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the grievant to proceed to the next level.

Procedures may terminate at any level if the complainant so indicates in writing. Written termination by the complainant shall preclude further grievance by the Association.

- F. All documents, communications, and records of a grievance will be filed in the school district office separately from the personnel files, except as required by law.
- G. In the course of investigating any grievance, representatives of either party in interest who need to contact an employee or student in school will contact the principal of the building being visited and will state the purpose of the visit immediately upon arrival. Any representative who requests to contact a student must have prior approval from the building principal.
- H. All parties will avoid unnecessary interruption of classroom and/or any other school-sponsored activities.
- I. All parties will avoid unnecessary involvement of students in the grievance procedure including classroom discussion with students.
- J. Complainants and/or their representatives will process grievances at times which do not interfere with assigned duties.
- K. Financial Responsibility: Each party shall pay any and all costs incurred by said party.
- L. The grievance procedure will not be used while an aggrieved is under the jurisdiction of the courts or has resorted to the judicial process.
- M. Written records shall be kept at all formal levels of the procedures, and copies made available to the complainant and their representative upon request.
- N. If a grievance affects a group or class of teachers, the Association may submit such grievances in writing to the Superintendent directly and the processing of such grievance shall commence at Level Two.
- O. All meetings and hearings under this procedure shall be private and limited to persons officially involved. Parties in interest may elect to call witnesses who shall appear individually at the hearing.
- P. The District and the Association may mutually agree to waive one or more steps in the grievance procedure when they determine such level(s) would not have the authority to adjust the grievance.

SECTION 3 – LEVELS OF GRIEVANCE

Level One – Informal and Formal Grievance Level

The grievant will first discuss their grievance with their principal or immediate supervisor, with the objective of resolving the matter informally.

If the grievant is not satisfied with the disposition of this grievance, they may file a written grievance with their immediate supervisor (who has administrative authority to act) within thirty (30) days of when they knew or should have known of the act or condition which is the basis of their complaint. The complaint shall set forth the grounds upon which the complaint is based, the remedy sought, and the reason why the grievant considers the decision rendered as unacceptable. The immediate supervisor shall communicate their decision in writing within ten (10) days to the grievant.

Within ten (10) days of receipt of the decision rendered by the immediate supervisor, the grievant, if they are not satisfied with the decision of the immediate supervisor, may appeal in writing to the Superintendent.

Level Two – Appeal to Superintendent

The Superintendent must hear the appeal within ten (10) days after receiving it. The Superintendent must provide the parties in interest written notice of the time and place at least five (5) days prior to the hearing. Within five (5) days of hearing the appeal the Superintendent shall communicate to the grievant and their representative their written decision which shall include supporting reasons therefore.

Within ten (10) days of receipt of the decision rendered by the Superintendent, the grievant, if they are not satisfied with the decision of the Superintendent, may file a written appeal to Level Three - Arbitration. The appeal shall state the grievant's reasons for appealing the decision of the Superintendent.

Level Three – Arbitration

- a. If the grievant is not satisfied with the disposition of a grievance at Level Two involving an alleged violation or inequitable application of any provision of this contract, the grievant may, with the written consent of the Association, within ten (10) days following receipt of the Superintendent's written decision submit the grievance to binding arbitration. Arbitration will be conducted in accordance with the Rules of the American Arbitration Association in effect at that time.
- b. Within five (5) school days after such written notice of submission to binding arbitration, the Superintendent and the Association will attempt to agree upon a mutually acceptable arbitrator and to obtain a commitment from such arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the five (5) day period, a request for a list of arbitrators will be made to the Employment Relations Board by either party. The Association shall be responsible for the cost of such list. Only arbitrators residing in Oregon shall be selected.
- c. The arbitrator so selected will confer with the representatives of the administration and the Association and hold a hearing promptly and will issue their findings not later than thirty (30) days from the date of the close of the hearings or, if oral hearings have been waived, from the date the final statements and proofs are submitted to them. The arbitrator's findings will be in writing and will set forth their findings of fact, reasoning, conclusions, and orders on the issues submitted. The decision of the arbitrator shall be final and binding upon the parties and shall be the last remedy provided by this contract.

However, no remedy provided by this decision will alter, amend, violate or modify the terms of this Agreement, any law or regulation -- local, state or federal. Neither will the arbitrator substitute their judgment for that of the Board in any manner reserved to the discretionary power of the Board.

- d. The costs for the services of the arbitrator, including per diem expenses, if any, and their travel and subsistence expenses, the cost of any hearing room, record keeping, and duplicating will be borne equally by the District and the Association. All other costs will be borne by the party incurring them.
- e. The arbitrator has no power to rule on any matter involving the non-renewal or dismissal of any teacher, except in the implementation of Article 5, Reduction in Force.

ARTICLE 5 – LAYOFF AND RECALL

The procedures for reduction in probationary and contract teacher staff resulting from the District's inability to gain sufficient revenue to provide funds to continue its educational program at its anticipated level or resulting from the District's elimination or adjustment of classes due to administrative decision shall be as provided in this section. However, nothing in this section is intended to interfere with the right of a fair dismissal district to discharge, remove, or fail to renew the contract of a probationary teacher pursuant to ORS 342.835.

A. Notification

When, in the judgment of the District, it becomes necessary to lay off teaching staff, the District will notify the Association. Upon request, and prior to the layoff, the District will discuss and receive input regarding the layoff from the Association. Any employee who is to be laid off will be so notified in writing as soon as practicable. Such notice will include the proposed time schedule and the reasons for the reduction in force. The reasons shall not be subject to grievance.

B. In the event the Board, in its discretion, determines that a layoff is necessary, it will notify the Association and the teachers to be affected as soon as practicable. The Board will then layoff teacher(s) impacted. The Board will then lay off teachers utilizing the following criteria, which are not listed in any rank order:

1. Licensure
2. Seniority
3. Competency and Merit
4. Compliance with ORS 342.934 that requires the District to consider cultural and linguistic expertise.

C. Procedure for Layoff

1. The teacher must hold full state licensure with appropriate endorsement(s); i.e. the teacher has not had licensure requirements waived on an emergency, temporary, or provisional basis. Such licensure shall be determined at the time of the layoff.
2. The District shall lay off unit members in reverse order of hire unless it opts for 4, below. However, teachers will not be retained in a position for which they are not licensed or qualified.
3. "Seniority" shall be defined as the employee's total length of continuous service with the District, computed from the teacher's first day of work under individual teaching contract with the District. If two or more teachers have the same length of service with the District, total teaching experience will take precedence. If two or more teachers have the same length of service with the District and the same total teaching experience, advanced academic preparation, beyond the BA on file with the District, will take precedence. If two or more teachers are equal in all three (3) factors specified above, precedence will be determined by lot. Seniority shall continue to accrue during paid leaves but shall not accrue during unpaid leaves. However, authorized unpaid leaves of absence shall not be considered to "break" continuity of employment.

4. The District may retain a teacher with less seniority only if it can show such teacher to be more competent and have more merit.
5. "Competence" means the ability to teach a subject or grade level based on recent teaching experience or educational attainments, or both, but not based solely on being licensed to teach a subject or grade level.
6. "Merit" means the measure of one teacher's ability and effectiveness against the ability and effectiveness of another teacher.
7. The District shall make every reasonable effort to transfer teachers from courses scheduled for discontinuance to other positions for which they are licensed and qualified.
8. The teacher holds full state licensure and demonstrates subject matter competency in each of the core academic subjects the teacher teaches. "Qualified" means satisfactory teaching experience, including at least one (1) year of satisfactory teaching experience within the past seven (7) years or two (2) years within the past ten (10) years in grade levels 1-6 or subject matter endorsement areas 7-12 or for specialists within the specialty endorsement area.

D. Recall

If within twenty-seven (27) months of a layoff, a vacancy occurs within the District for which a laid off teacher is qualified and licensed, and the District wishes to fill the vacancy, the recall procedure outlined below will be followed:

1. The District will institute a recall procedure which will ensure that teachers be recalled in the reverse order of layoff, provided the teacher is licensed to teach in the vacant position.
2. At the time of layoff, the Board shall provide the laid off teacher the opportunity to express in writing a desire to return to the District. It shall be the responsibility of the teacher to keep the District informed as to their current mailing address. In the event of a recall, the Board shall notify an employee 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 employee to the District Office.
3. The employee will have ten (10) calendar days from receipt of such notification in which to indicate their acceptance or rejection of the position and an additional ten (10) days from the date of acceptance in which to begin active employment unless otherwise mutually agreed upon, or sixty (60) days if employed by another Oregon School District. Failure of the teacher to respond within the time herein specified shall terminate such teacher's right to recall.
4. Staff returning to work shall have all previously accrued sick leave and seniority reinstated but shall not receive benefits for the period of the release, and the teacher will be placed on the proper step of the salary schedule for the teacher's current position according to the teacher's experience and education.

- E. Should the District close its schools because of its inability to gain sufficient revenue to provide funds to continue its educational programs at its anticipated level, or other acts beyond the control of the School Board, the District shall be relieved of its obligations under this contract until such time as school is reopened. However, members of the bargaining unit will be considered to be on layoff status for a period of up to twenty-seven (27) months. In the event not all employees are returned to active employment at the time schools reopen, the determination of which employees are returned will be in accordance with the procedures in this Article.
- F. In the event of a layoff and upon written request, the District agrees to provide to the Association a complete list of all licensed employees including each employee's seniority and area of licensure. In the event total teaching experience is used as a tiebreaker in determining layoff, such information will be provided to the Association.

ARTICLE 6 – RIGHTS OF PROFESSIONAL EMPLOYEES

A. Just Cause

No teacher shall be reprimanded in writing or suspended without pay without just cause; however,

1. The Fair Dismissal Law shall provide the exclusive procedure with respect to dismissal or non-extension of a contract teacher and the exclusive grounds for such dismissal or non-extension.
2. This article does not modify the Board's right under the provision of ORS 342.835 to dismiss or non-renew the contract of a probationary teacher "for any cause deemed in good faith sufficient by the Board."

B. Due Process

No contract teacher shall be dismissed or non-extended and no probationary teacher shall be dismissed or non-renewed without due process. Due process for the purpose of this Article is defined as:

1. Upon request, the employee will be given the reasons and given the information forming the basis for such action in writing prior to any final action, a copy of which will be forwarded to the Association.
2. The employee will have an opportunity to respond to the charges.
3. The employee will have an opportunity to discuss the matter with their supervisor.
4. Upon request, the employee shall be allowed to meet informally with the Board, at which time the Board shall discuss the reasons for such action(s).

The employee will have the right to appeal only the above procedure through the grievance procedure of this Agreement.

C. Required Meetings and Hearings

When any bargaining unit member is required to appear before their immediate supervisor, the superintendent, or School Board concerning any matter which would be a matter of record affecting the continuation of the employee in their position of employment or the salary or any increments pertaining thereto, then they shall be given written notice within a reasonable time, including the reasons for such meeting and shall be entitled to have a representative present to advise them and represent them during such meeting. Evaluations shall not be considered a hearing for the purpose of this article. This provision does not constitute a waiver of Weingarten Rights.

D. Personal Freedom

The Board recognizes that the personal life of employees covered by this contract is not an appropriate concern of the Board except as the employee's personal life may affect work performance and compliance with state law.

E. Complaint Procedure

1. If a complaint is made to the administration by a parent, student, or other member of the community against a specific teacher, which the administration feels is significant; such complaint shall be reduced to writing.
2. Members of the administration are strongly encouraged to ask the complainant to reduce the complaint to writing, however, such complaints which are not reduced to writing by the complainant and/or the administration shall not be considered in the evaluation process or placed in the personnel file.
3. Teachers shall have the right to attach a statement to any complaint that is part of the personnel file.

F. Personnel File

Any teacher will be able to review the contents of their own personnel file during administration office hours. A teacher may file a written rebuttal to anything placed therein. Such rebuttal, once filed, shall be a permanent part of this file.

A teacher will have the right to indicate those documents or other materials in the teacher's file which the teacher believes to be obsolete or otherwise inappropriate for retention. Said documents will be reviewed by the Superintendent and, at the discretion of the Superintendent, may be destroyed, subject to the provisions of the law.

No written reprimand or warning will be placed in a teacher's personnel file unless the teacher has had an opportunity to review the document. The teacher will acknowledge that they had the opportunity to review such documents by affixing the teacher's signature to the copy to be filed with the expressed understanding that such signature in no way indicates agreement with the contents thereof. Such documents will normally be placed in the personnel file within twenty (20) working days after the incident, or first knowledge of the incident. However, unusual circumstances and/or the failure of the employee to acknowledge their opportunity to review such document shall not preclude the adding of such material after the twenty (20)- day time period.

ARTICLE 7 – VACANCIES AND CHANGES IN ASSIGNMENTS

A. Vacancies

Whenever a vacancy arises that the District intends to fill, the Superintendent shall notify the Association. During the regular school year, the Superintendent shall email or post notices in all the school buildings. If reasonably possible, vacancies will not be filled without one (1) week notification.

B. Change in Assignment

Voluntary

1. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may submit a written request to the administration. If a vacancy has been posted, the request must be submitted within one (1) week from the date of posting. Such statement will include the grade and/or subject to which the teacher desires to be transferred and the applicant's qualifications.
2. An interview shall be held if requested by the teacher.
3. Any teacher denied a voluntary transfer will be notified in writing of the action taken, with clearly stated, specific reasons for the denial of the transfer request. If reasonably possible, the teacher will receive this written statement before the position is filled.

Involuntary

1. Involuntary transfer shall be defined as the movement of a teacher without the consent of the teacher:
 - a. From one building site to another building site
 - b. From one grade level to another grade level
2. When a vacancy occurs and a qualified replacement cannot be found with good faith effort on the part of the District, the District shall implement an involuntary transfer. When an involuntary transfer becomes necessary, the position will be filled by qualified teachers in reverse order of hire unless the District opts for #7 below.
3. At no time shall an involuntary transfer be administered for punitive reasons.
4. Teachers and the union president will be notified both verbally and in writing with clearly stated, specific reasons for being chosen for the involuntary transfer as soon as practically possible.
5. Teachers who are involuntarily transferred between classrooms at any time will be provided one (1) additional paid workday to prepare for the new assignment. Those given less than 14 days' notice of such a transfer will be given (1) additional one day for a total of two (2) days.
6. The District must make a good faith effort to give preference to the involuntarily transferred teacher for any vacancies for which they are qualified and applies for within 27 months.

7. When an involuntary transfer is necessary, the teacher may submit a written request to meet with the Superintendent and the principals involved prior to the effective transfer date. Request for the meeting must occur within twenty (20) calendar days of notification.
 8. The District may involuntarily transfer a teacher with more seniority only if such a transfer would be in the best interest of the District. The following criteria may be used:
 - a. Teaching license and endorsement(s)
 - b. Grade level experience
 - c. Academic preparation
 - d. Supervisory recommendations
 - e. Time since last involuntarily transferred.
(Items listed are not in rank order.)
- C. The provisions of Article 7, subsections A and B will not be grievable.

ARTICLE 8 – LEAVES WITH PAY

A. Sick Leave

1. Every teacher holding a full-time position shall accrue ten (10) working days sick leave for each school year, or one (1) day per contract month, whichever is greater.

Every teacher holding a part-time position shall accrue sick leave with pay in proportion to the relationship their basic work has to forty (40) hours.
2. Such sick leave shall be credited to the teacher on the first teacher contract day of the school year.
3. Unused sick leave shall accumulate without limit.
4. Sick leave may be applied to absence caused by illness or injury of an employee, or as otherwise provided by applicable leave laws.
5. When sick leave is used for medical, dental, or doctor appointments, the teacher shall notify their immediate supervisor at least forty-eight (48) hours in advance, whenever possible.
6. In any instance involving use of a fraction of day's sick leave, the minimum charge to the teacher's sick leave account shall be one half hour. Unit members may schedule up to two hours per year of professional health "flex time" during the workday outside the student contact schedule without any deduction from sick leave balance.
7. The teacher may, at the discretion of the District, be required to furnish a certificate from the attending physician or other satisfactory evidence of illness to the Superintendent, if the illness or injury has extended beyond five (5) consecutive working days.
8. An employee obtaining sick leave benefits by fraud, deceit, or falsified statement shall be subject to disciplinary action.
9. When a teacher will be absent from work due to illness or injury, they shall give notice, as soon as possible, to the person designated by the Superintendent to receive such notice, but not later than 6:30 a.m. of the first day. If the absence is for consecutive days, the Superintendent or their designee should be notified of the probable day of return not later than 2:30 p.m. of the first day of absence.
10. A teacher returning from any illness, whether or not sick leave benefits have been paid, may be required to submit to a medical examination or other medical evaluation at the expense of the Board in order to establish medical fitness for the duties of the position before returning to work.
11. Sick leave not taken shall accumulate for an unlimited number of days. A local governing board is required to permit a school employee to take up to six hundred (600) hours sick leave accumulated in other Oregon districts. 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 school employee has completed thirty (30) working days in the new district, per ORS 332.507.

12. For purposes of determining retirement benefits, a local governing board is required to permit a school employee to transfer an unlimited number of days of unused accumulated sick leave from another Oregon district employer, per ORS 332.507 except where limited by statute.
13. The employee's sick leave balance shall be available upon request.
14. The District will continue to participate in Worker's Compensation as required by State Law. At the request of the teacher, the District shall pay through the deduction of sick leave benefits, the difference between the teacher's regular salary and the amount received by the teacher under the Oregon Worker's Compensation Law for absences due to a compensable injury as defined by ORS 656.005(7). The teacher's sick leave account will be reduced in direct proportion to the amount the District has to provide to make up the difference mentioned above until the teacher's sick leave account is exhausted, at which time the District will discontinue subsidizing the Worker's Compensation benefit paid.
15. Starting on July 1, 2023, the District shall pay the required contributions to the Oregon Paid Family Medical Leave Insurance as an employer-provided benefit, not to exceed the original 1% contribution rate (40% Employer, 60% Employee).

The District will comply with PFLMI. An employee who receives a benefit under Paid Family Medical Leave Insurance may elect to use accrued sick leave to make up the difference between their benefits and their normal salary. Upon receiving written notice of such an election, the District shall deduct and apply the number of accrued sick leave hours necessary to ensure that the employee receives their normal salary.

B. Personal Leave

1. Teachers shall be granted three (3) days without loss of pay. Teachers with fifteen (15) years of service to the District will receive an additional day (totaling four (4) days) of personal leave each year. Teachers with twenty (20) years of service to the District will receive an additional two days (totaling 5 days) of personal leave each year for the remainder of their time employed in the District as a licensed teacher.
2. Notice of intent to use such leave shall be given to the immediate supervisor in writing at least twenty-four (24) hours prior to use, and shall state the reasons, in general terms only, i.e. personal, business, legal, household or family, or emergency. In case of an emergency, the immediate supervisor shall be notified as soon as possible.
3. The District will compensate an employee \$125 per day for full day not used and \$75 per day for half day not used (final payroll in June).

C. Family Illness Leave

1. All teachers shall receive up to four (4) days leave per year with pay in case of the illness of a teacher's family members. Such family illness leave shall not be accumulative.
2. In the event emergency conditions arise, an extension of this family illness shall be determined upon individual merit by the Superintendent. This extension will be non-paid.

D. Bereavement Leave

In the event of the death of a teacher's family member, said teacher will be granted three (3) days' leave with no loss of pay. Should there be a need for an extension of the bereavement leave; application will be made to the Superintendent. Such bereavement leave shall not be accumulative.

E. Military Leave

Leave for military duty shall be with or without pay as provided for by state and federal statutes.

F. Legal

An employee shall be granted leave with pay for services on a jury or service as a witness in response to a subpoena or other direction by proper authority. Upon being excused from jury services during any day, an employee shall immediately return to complete their assignment for the remainder of the regular workday. Leave identified in the above provisions does not apply when an employee is involved as a litigant for personal reasons. Verification of service will be required.

G. Sick Leave Bank (For Association Members Only)

1. The District shall assist the Association in the operation of a sick leave bank as provided herein.
2. Upon thirty (30) days' written notice from the Association, the District shall establish a separate sick leave account in the name of the Association or its administrative designee.
3. At the beginning of each school year, the Association shall advise members as follows:
 - a. That each member may donate up to one (1) day of said teacher's accumulated sick leave to the Association's sick leave bank.
 - b. Donations are completely voluntary and the Association has advised the employee of the impact of sick leave days on retirement benefits.
 - c. That the Association or its administrative designee shall administer all disbursements from said sick bank.
4. Members shall confirm their desire to donate to the sick bank by October 1st of each year. Such confirmation shall be in writing by the donating member and provided to the Association and the District.
5. The Association or its administrative designee of the sick bank shall develop policies governing the operation of the sick bank.

The parties agree that the sick bank shall not be operative until such time as said policies have been adopted by the Association or its administrative designee and a copy of said policies have been forwarded to the District and each member.

6. The District shall transfer accumulated sick leave to the Association's sick leave account in accordance with the authorized donor confirmations that are received within the annual enrollment period as provided herein.
7. The Association or its administrative designee shall administer disbursements from the Association's sick leave bank account. Each time such a disbursement is to be made, the Association shall advise the District, in writing, the exact number of days of sick leave and to whom said sick leave days are to be transferred to. At no time shall the total number of sick leave days to be transferred exceed the total number of such days recorded in the Association's sick leave bank account.
8. The Association does hereby indemnify and will defend the District against all claims, charges, damages, legal fees, and costs incurred as a result of its maintenance of the Association's sick leave bank as provided herein. If there is a claim made against the District as a result of the application of any of the provisions of this section, the Association agrees that it will pay any and all fees, costs and other expenses of the attorney, attorneys, or law firm selected by the District to represent it. The Association further agrees that it will pay any and all amounts awarded against the District, including but not limited to damages, fees, fines, and court costs.

ARTICLE 9 – LEAVE WITHOUT PAY

- A. Any contract teacher may apply to the District's discretion for unpaid leave of absence. Requests for such leaves shall be in writing and received no later than May 1 if the leave is to be effective the following school year or sixty (60) days prior to leave if the request is for a portion of a school year in progress.

Such unpaid leave, if granted, shall be for a maximum of one (1) year, and the teacher shall notify the District, in writing, of intent to return the following year. Failure to provide the District with such written notice, prior to April 1 of the leave year, shall remove such teacher from consideration for further employment with the District.

- B. Insurance coverage under this contract shall continue, with the person on leave paying the premiums, provided the insurance carrier is agreeable.
- C. Following an unpaid leave of absence, benefits shall be restored to the teacher, to include seniority at time of leave, unused accumulated sick leave, and placement in a position which is as nearly comparable as possible to the position held at the time the leave commenced. The leave year shall not count as experience in determining seniority.
- D. This section is not grievable.

ARTICLE 10 – TEACHER YEAR, HOURS, AND CONDITIONS

A. Teacher Work Year

1. Based upon a four (4) day work week the standard contract year shall be no more than one thousand four-hundred sixty-two (1,462) hours. Included within the hours will be:
 - a. 147 student contact days @ 8.75 hours/day (shall include two to four parent conference days)
 - b. 12 teacher in-service days @ 7 hours/day (with a minimum of 30 minutes of duty-free lunch. Time is aligned across Elementary, Middle School, and High School. Mentor program lunch may be held during this 30 minutes.)
 - c. 6 teacher workdays @ 8 hours/day with 60 minutes of duty-free lunch (shall include two before the school year begins and one at the end of each quarter).
 - d. 5 paid holidays @ 8.75 hours/day (Labor Day, Veterans Day, Thanksgiving Day, Martin Luther King Day, and Memorial Day)
2. The District determines work and in-service day assignments. However, the District recognizes the value of these scheduled in-service days when they are properly planned. Properly planned, in-service days should include time for individual teacher preparation time, professional development, cross-curricular planning, grade level articulation, and curriculum mapping, as well as time for team meetings and all-school staff meetings.

The District understands that in-service days are more effective when planned with input from staff. This could be done by survey or more effectively by school staff collaborating and discussing the needs of students and by making data-based decisions to address school improvement, ultimately improving student achievement.

District administration will consistently allow teachers time in classrooms to plan and make preparations on Friday in-service days but will also afford individual school teams the freedom to choose how the time on in-service days will be used. However, the District has the ability to plan four (4) of the twelve (12) in-service days with a minimum of two (2) weeks advance notice to the Association.

However, the parties agree that workdays will be used for the following types of tasks: 1) room preparation; 2) grading; 3) conferencing; and 4) classroom planning.

3. Two workdays will be scheduled prior to the beginning of classes at the beginning of the school year for room preparation. One full workday will be scheduled at the end of each of the first three quarters. The Association and the District shall meet and confer on how the remaining workday is to be scheduled during the last two weeks of the school year.
4. The Association and the District shall meet and confer on the number of in-service days (minimum of three (3) guaranteed each year of the Agreement; these days shall not be used for additional student contact days), and how in-service and workdays are scheduled during the work year. The Association and the District agree the District School Board shall make the final determination as to the number of in-service days and other elements of the workyear.

5. The Association and the District agree the District determines the work year. (A.1 or A.2)
6. District will provide teachers with 4 additional half days to be used at teacher discretion. Teachers will be paid at their normal contract hourly rate. Appropriate use of these workdays would be to give teachers additional time for general teaching duties, including grading, professional or curriculum development, paperwork, and field trips. These additional days will be subject to administration pre-approval and performed on location. These half days may be used over the summer when administrators return and documented on a timecard when the teacher returns in August.
7. Conferencing format shall be designed collaboratively between the building principals and the Association president (or designee).

B. Preparation Time

Elementary – All elementary school members having instructional responsibilities shall have a total of a minimum of one thirty (30) minute duty-free preparation time during regularly scheduled classes each day. If the preparation period is not provided due to a substitute not being available to cover the PE or music, the teacher shall receive \$30 for not receiving their preparation period.

In the event the District were to experience a revenue shortfall that results in a loss of a PE and/or Music teacher, the prep period would no longer be scheduled.

Secondary – All middle and high school members having student instructional responsibilities shall have a minimum of 200 minutes of assignment free teaching preparation time each week of four (4) full school days. Each member shall have one (1) assignment free preparation time of no less than fifty (50) minutes in length during the student instructional portion of each full school day.

C. Meetings

Mandatory meetings, as supported by administration or a designee, and important to District business, should be held within the workday. Should these go over, they will be paid in 15-minute increments. Building admin or designee needs to be notified of such meetings within 1 workday following the meeting.

As a professional courtesy, if teachers need to leave or cannot make the meeting before the workday begins, they will make pre-arrangements with their principal. Employees may leave these meetings without penalty, if they have made the pre-arrangements to leave prior with the administration.

In emergency situations that affect the operations of the District (including, but not limited to, student suicide, accidents, trauma, natural disasters, or epidemics), the staff may be required to stay beyond the scheduled workday. Any non-emergency mandatory meeting must be scheduled with reasonable notice.

D. School Closure(s)

The District at its discretion will make up all snow or school closure days, using the make-up days listed on the adopted calendar. The District may reschedule in-service day(s) as make-up school day(s) if necessary. In-service days will then be rescheduled at a later date on a Friday where it is convenient. If the make-up day falls directly before a major holiday or vacation, it will be re-scheduled.

E. Calendar

It is recognized that the Board has the sole responsibility to set the annual school calendar. At least ten (10) days prior to adoption of the calendar, a proposed calendar will be referred to the Association for review and recommendation. Multi-year calendars may be developed.

F. Job Sharing

The District and the Association both recognize that circumstances may exist wherein it is mutually desirable to provide for a position in which two employees share the duties and responsibilities of that single position.

1. *Applicability.* Job sharing shall refer to two qualified employees sharing one full-time position. The responsibility for determining whether or not a position is to be shared shall rest with the building principal and be authorized by the Superintendent or their designee.
2. *Application Process.* Only current half-time or more employees shall be eligible for job sharing. If two employees wish to job share, they shall jointly submit a plan to the building principal by June 1 for the following school year. Job sharing shall be granted annually upon the mutual agreement of the two employees, the building principal and the Superintendent or their designee. If the job share arrangement is to be continued from one year to the next, a new plan must be submitted and approved each year. The plan submitted will specify the specific curriculum and other responsibilities of each of the job share participants.
3. *Work Rules.* All job sharing shall be on the basis of split days or split weeks. In addition, both employees shall attend all open houses, parent conferencing including IEPs and work full days on all non-student contact days. The job-sharing team shall in the aggregate receive preparation time.
4. *Compensation.* Job sharing participants shall be compensated and receive insurance benefits on the basis as one-half time employees
5. *Job Security.* Job share participants shall not have the right to remain in a part-time position when the job-sharing agreement is terminated.

ARTICLE 11 – EARLY RETIREMENT

Early retirement benefit for employees with 10 or more years of service to the District as of June 30, 2001, and who remain in the employ of the District to retirement age shall be as follows:

The parties agree that early retirement will be available to employees who attain the age of 58 or any age at which employees achieve 30 years of service under PERS and who retire under the Oregon Public Employee Retirement System.

- A. If an employee's birthday lies between December 31 and July 1, they may opt to retire the September 1 following their 58th birthday or attainment of 30 years of service under PERS, or any subsequent September 1st or February 1st. If an employee's birthday lies between June 30 and January 1, they may opt to retire February 1 following their 58th birthday or attainment of 30 years of service under PERS, or on any subsequent February 1 or September 1. Request must be in writing and given to the personnel office sixty (60) days prior to retirement date.
- B. An amount of \$325.00 shall be paid monthly to the retiree commencing with the first month of retirement but not prior to age 58 or attainment of 30 years of service under PERS. This monthly amount shall not increase. This monthly amount shall continue for a maximum period of seventy-two (72) months or the date the employee first becomes eligible for Medicare, whichever shall occur first. Benefits under this subparagraph terminate upon death of the retiree.
- C. Subject to insurance carrier approval, the District will pay up to \$224.00 per month on behalf of the retiree and spouse, toward the payment of the District's regular hospital/medical insurance premium only, and shall continue to contribute such amount until the time when the retiree becomes eligible for Medicare, or the end of a seventy-two (72) month period following date of retirement from the District, whichever occurs first.
- D. The early retirement option is restricted to full-time employees with at least fifteen (15) years of service to the District and at least twenty (20) years of total teaching service in public schools K-12.
- E. All requirements for the District to provide early retirement benefits shall become null and void if the early retiree resumes participation in the Public Employees Retirement System (PERS) in any employment capacity.

ARTICLE 12 – ASSOCIATION DUES AND INFORMATION

A. Dues Deduction Authorization

Prior to the first dues deduction of the school year, and then for any employee who becomes a member of the Association after the start of the school year, the Association shall notify the District by certified list of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues to be deducted from each. The Association shall also notify the District when a bargaining unit member should no longer have dues deducted. The District shall enact dues deduction changes on the pay period following a notification. The District may request verification of dues deduction from the Association in the event of potential discrepancies. Such authorizations shall continue in effect from year to year unless canceled by written notice to the Association, between September 1 and September 30 of each year.

B. Processing OEA/NEA Dues Deductions

Dues deductions shall be made monthly in an amount equal to one-eleventh (1/11) of annual dues, commencing with the month of September and continuing through the July pay period. Deductions for employees who join the Association after the beginning of the school year shall be prorated on a twelve-month proration schedule.

C. Remittance of Dues Checks

a. Data to OEA

Within ten (10) days after each pay period, the District shall send the Association an Excel-compatible register of the NEA/OEA dues, including voluntary Association contributions, deducted from each member's paycheck.

b. Payment to OEA

Within ten (10) days after each pay period, the District shall send to OEA, in a single payment, the combined NEA and OEA dues, including voluntary Association contributions, deducted for the month.

c. Payment to GEA

GEA dues payments will be deducted and paid separately from OEA/NEA dues and shall be remitted to the GEA President, GEA Treasurer, or the Association's banking institution.

D. Indemnification

The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or judgments against the District concerning the dues deductions procedures outlined in this agreement. The Association's obligations are contingent upon the District: 1) giving the Association at least two-week's notice, in writing, of any claim; 2) and fully cooperating with the Association and its designated counsel in the defense of the claim. The Association's obligation does not extend to criminal allegations or District conduct that would constitute an Unfair Labor Practice. 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.

E. Employee Information and Change in Employment Status

Per HB2016, the District shall provide to the OEA Membership Specialist an Excel-compatible database of each employee in the bargaining unit (both active members and non-members) that includes the last four digits of their social security number, employee ID, date of birth, first date of service, FTE, classification or title, PERS classification, worksite, position on the salary schedule, residential address, and residential phone number. Whenever a new employee is hired into the bargaining unit, the District shall provide the above information within thirty (30) days of hire.

The District shall promptly notify the OEA Membership Specialist whenever an employee in the bargaining unit is placed on an unpaid leave of absence (over 30 days), retires, is laid off, resigns, or changes their name.

The Association will supply an accurate listing of employees on dues deductions to the Director of Fiscal Services.

The Association agrees to furnish any information needed by the Superintendent to fulfill the provisions of this Article and not otherwise readily available to the District.

The District agrees to furnish the Association with a directory of teachers needed by the Association to fulfill the provisions of the Article.

ARTICLE 13 – ECONOMIC PROVISIONS

- A. All bargaining unit members shall be paid on the 23rd of each month, or the closest preceding workday, unless otherwise noted below. Bargaining unit members' salary shall be divided into 12 equal payments, with regular payments August through June and one additional payment for July due on the last working day in June.
- B. The Association agrees to hold the District harmless against any and all claims, suits, orders, or judgments brought against the District as a result of compliance with Section A of this Article.
- C. Additional Salary
 - 1. Any licensed teacher who is permanently assigned to teach seven (7) periods (while operating on a seven (7) period per day schedule) will be paid an additional one-sixth (1/6th) of their base salary. "Permanently assigned" is used to differentiate from the rare occasion when a teacher might be asked to cover a period, for an absent staff member, when no substitute is available.
 - 2. In the event a substitute is not available and a class of students must be split, each teacher who is administratively assigned to absorb part of the class will receive half of the compensation rate for additional students as specified in 13.C.4.
 - 3. A Licensed Teacher who is directed by administration to give up their prep time to cover a class for an absent teacher shall be compensated at the rate of \$40 per class covered.
 - 4. All Licensed Teachers who are directed by administration to absorb a class of students in the event a substitute is not available will be compensated at a rate of \$100 per half day, or \$200 per full day.
 - 5. An employee who is assigned to three or more activities in a school year shall be compensated at the rate of \$30 per hour for the activities exceeding two. The District and the Association agree that there are certain activities outside the normal workday, attendance at which is expected as part of the responsibility of a professional. These activities shall include, but not be limited to, event chaperoning, concerts, and open houses, may include setup and take down, if applicable. The parties agree that two (2) such activities can be mandated. Any hours worked beyond three (3) hours per event, will be paid at the Professional/Curriculum rate.
 - 6. During a textbook/curriculum adoption year, any teacher adopting the new curriculum will be compensated on their December paycheck for two (2) workdays (8 hours) paid at the Professional Development/Curriculum rate, for work done implementing newly adopted curriculum by the District.
 - 7. Professional Development/Curriculum \$30 hourly rate.
 - 8. Overnight Field Trip Supervision will be paid at \$100 per night.

D. Hospital, Medical, Dental, Vision, and Life Insurance

1. Effective on the first of October of each fiscal year herein, the employer shall pay up to \$1,600 per month for 2025-26, and \$1,650 per month for 2026-27 per licensed employee toward the premiums for a District provided family medical/dental/vision plan for members of the bargaining unit, on a 12-month basis. A \$20,000 life insurance policy for the employee is paid for by the District on a 12-month basis. In the event the premium for the District insurance program is less than \$1,600 for 2025-26 and \$1,650 for 2026-27, then the District contribution shall be the lesser amount.

Licensed employees will have the option of participating in the OEGB high deductible insurance plan, which will allow employees to set up a qualified Health Savings Account (HSA) tax-exempt trust account. Such arrangement is provided under the Internal Revenue Code Section 223. The District will contribute the difference between the existing District-paid cap and the premium for the high deductible insurance plan to a qualified HSA for each licensed employee. The limits and contributions for the HSA will be subject to the IRS code and the GEA collective bargaining agreement provisions in effect each year, for the specific insurance plan year.

The District's financial contribution toward health insurance benefits for less than full-time employees will be prorated. Less than full-time employees hired before July 1, 2015, will be grandfathered to receive the full District contribution toward health insurance benefits. Less than full-time employees hired after July 1, 2015, will have their District contribution toward insurance benefits prorated at their FTE level. (For example, a .5 FTE employee will receive .5 of the negotiated financial contribution from the District for insurance benefits.)

Full time employees hired after July 1, 2015, will continue to receive the full District contribution toward health insurance benefits in the event of a reduction in hours, unless said reduction is voluntary. If the reduction is voluntary, the District contribution toward insurance benefits will be prorated at the employee's FTE level.

2. The District and the Association will work collaboratively, and review plan choices offered by OEGB and make recommendations prior to the OEGB cutoff date. Plan options offered to the association will be determined in accordance with state laws and regulations.
3. Full-time licensed employees who are both eligible to decline insurance coverage per insurance provider requirements, and who apply to decline such coverage in writing, may receive additional pay of \$725 per month. Additional opt-out pay for part-time employees will be pro-rated.

E. District Paid Tax Sheltered Annuity Benefit (TSA), 403(b) or 457(b) Plan

Non-probationary licensed employees who are regularly employed in the District are eligible for the District TSA benefit should they wish to participate.

At the employee's discretion and should they opt to self-enroll in a TSA option, 403 (b) or 457 (b) contributing a minimum of \$10 per month, the District will also contribute a maximum of \$40.00 per month to the employee's account.

The TSA vendor will be selected through mutual agreement between the District and the President of the Association and changed only as necessary.

The ownership of all deposited and accrued TSA funds rest with the employee. Individual investment options, direction, or contributions, etc. shall be governed by the vendor's rules. The District shall not be responsible for yields or any other financial impact beyond its control.

The District will pay the monthly matching contribution (up to \$40.00) beginning in the fiscal year the employee moves from probationary to contract status. If the employee ceases employment with the District, the obligation of the District shall cease.

F. Upon appropriate written request from a teacher in the bargaining unit, the District shall deduct from the salary of that teacher and make appropriate remittance for the following deductions:

1. Cascade Community Federal Credit Union
2. Cancer Insurance
3. Section 125 Plan Benefits
4. Existing Annuity Plans
5. Section 125 457 (b) Plan

Within the limits of the District's accounting system, the District shall deduct from the salary of any teacher and make remittance for any other plan or program jointly approved by a majority of the teachers and the Board.

G. Mileage

Any teacher using their private automobile for approved District activities shall be reimbursed for such use an amount equal to the IRS mileage. The District mileage rate shall be modified to coincide with changes in the federally adopted mileage rate annually.

Any teacher required by the Board to take a specific course or enter a specific program for improvement in which tuition and/or fees are required, will be reimbursed by the District for tuition at the Oregon University System rate for graduate level courses, fees at a responsible rate approved by the Superintendent, educational mileage at the current IRS rate as provided in Section H, above, and per diem at a rate that shall be approved in advance by the Superintendent.

H. Salary Schedule

1. There will be a 3% cost of living increase to the salary schedule for 2025-26. There will be a 3.5% cost of living increase to the salary schedule for 2026-27.
2. Effective July 1, 2025, employees covered by this Agreement will receive a step increase if eligible, as set forth in Appendix A. Additionally, July 1, 2026, employees covered by this Agreement will receive a step increase if eligible, as set forth in Appendix B.

I. Extended Day

Extended day contract daily rates will be calculated based upon annual employee contract amount divided by 1,462 hours and multiplied by 8.67 hours per day.

J. Tuition Reimbursement

Tuition reimbursement will be given with a total fund of \$16,000 using the following criteria:

1. Requests should be submitted to the Human Resources Coordinator for pre-approval.
2. Reimbursement is given upon receipt of a grade slip indicating an A, B or P (pass). Reimbursement will not be given for a C or lower grade.
3. District must receive verification that the tuition has been paid.
4. Reimbursement is for tuition, including the cost of credit, only (no miscellaneous fees, books, etc.).
5. Reimbursement will be given on a first-come, first-served basis until funds are gone.
6. The total individual cap will be \$2,000 initially and then an additional \$1,500 if there is money still available.
7. If by June 1st funds are still available employees who have already used their allotted funds can apply for additional tuition reimbursement.

K. Extra Duty

The salaries of employees having additional responsibilities beyond their basic teaching contract are set forth by the Extra Duty Salary Schedule in Appendix C for 2025-2026, and Appendix D for 2026-2027. Extra duty assignments shall be considered supplementary to a teacher's basic contract compensation. Assignments to and retention in such assignments are expressly excluded from this Agreement including the right to grieve under Article 4.

The Extra Duty Salary Schedule will receive the same Cost Of Living Allowance (COLA) as the Licensed Salary Schedule.

L. PERS Pick-up

The District shall pay the employees' share of the Public Employees Retirement System.

M. Direct Deposit

Direct deposit of monthly payroll checks to an institute qualified by the District's Banking institution is available to all regular licensed employees.

ARTICLE 14 – TERM OF AGREEMENT

- A. The duration of this Agreement shall be July 1, 2025, through and including June 30, 2027. The parties agree that negotiations must begin prior to February 1, 2027 (150 days prior to termination of this Agreement).

Negotiations will commence within sixty (60) calendar days of receipt of the written notice referred to above. It is intended by the parties that a renewed agreement shall have the same effect as an original agreement between the parties.

- B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Either party may request negotiations to be reopened at any time over any issue or matter affecting wages, hours, and working conditions during the term of this Agreement.

Negotiations will take place only if both parties agree. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the Board's direction and control.

- C. 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.

- D. Funding

The parties recognize that revenue needed to fund the provisions of this Agreement derive in major part through the State of Oregon. Therefore, in any fiscal year of this Agreement, if the District is notified by the State of Oregon on the first Monday of March (as required by law) that State revenue to the District will be less than received in the previous fiscal year, the provisions of Article 13, Section H, shall be deemed rescinded and considered null and void upon notice by the District to the Association. Upon operation of this Section, the parties shall immediately commence negotiations on the subject of rates of pay. During such negotiations the prior year's salaries shall remain in effect.

- E. Strikes and Lockouts

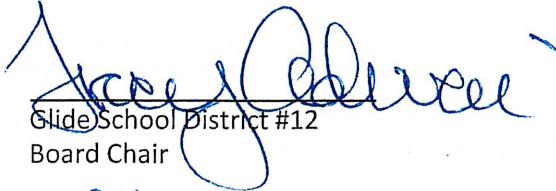
In consideration of the Agreement and its terms and conditions, the Association, its officers, representatives, and members shall not during the term of this Agreement, engage in or condone any strike, slowdown, work stoppage or other concerted refusal to perform any assignment on the part of the employee(s) represented hereunder. The School Board and the School District agree not to initiate a lockout of the teachers of the District.

Signature Page

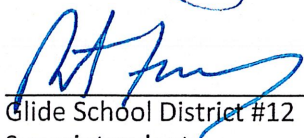
Executed by the signature of the representatives of the below named parties to this Agreement on this

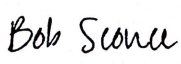
28th day of July, 2025.


Glide Education Association
President


Glide School District #12
Board Chair


Glide Education Association
Bargaining Chair

 6-18-2025
Glide School District #12
Superintendent

Signed by:

737094EB6804457...
Oregon Education Association

Appendix A
Glide School District #12 Licensed Salary Schedule
2025-2026

3% increase to the 2024-2025 Salary Schedule

	BA	BA+24	BA+45	MA/ BA+60	MA+24/BA+84	MA+45/BA+104
Step 1	47,554	48,748	49,936	52,313	53,621	54,692
Step 2	49,221	50,452	51,683	54,147	55,498	56,605
Step 3	50,946	52,215	53,490	56,038	57,440	58,584
Step 4	52,728	54,047	55,364	57,998	59,449	60,636
Step 5	54,576	55,940	57,303	60,028	61,528	62,759
Step 6	56,482	57,893	59,307	62,132	63,684	64,956
Step 7	58,464	59,924	61,382	64,307	65,917	67,232
Step 8	60,506	62,019	63,529	66,556	68,220	69,581
Step 9	62,622	64,187	65,755	68,886	70,611	72,019
Step 10	64,818	66,436	68,055	71,300	73,083	74,540
Step 11			70,436	73,792	75,640	77,149
Step 12				76,375	78,281	79,850
Step 13				79,050	81,029	82,641

Note: Daily Rate = contract amount divided by 1462 hours x 8.67 hours.

Appendix B
Glide School District #12 Licensed Salary Schedule
2026-2027

3.5% increase to the 2025-2026 Salary Schedule

Step 1	BA	BA+24	BA+45	MA/	BA+60	MA+24/BA+84	MA+45/BA+104
Step 2	49,218	50,454	51,684		54,144	55,498	56,606
Step 3	50,944	52,218	53,492		56,042	57,440	58,586
Step 4	52,729	54,043	55,362		57,999	59,450	60,634
Step 5	54,573	55,939	57,302		60,028	61,530	62,758
Step 6	56,486	57,898	59,309		62,129	63,681	64,956
Step 7	58,459	59,919	61,383		64,307	65,913	67,229
Step 8	60,510	62,021	63,530		66,558	68,224	69,585
Step 9	62,624	64,190	65,753		68,885	70,608	72,016
Step 10	64,814	66,434	68,056		71,297	73,082	74,540
Step 11	67,087	68,761	70,437		73,796	75,641	77,149
Step 12			72,901		76,375	78,287	79,849
Step 13					79,048	81,021	82,645
					81,817	83,865	85,533

**Appendix C
Glide School District #12
Extra Duty Salary Schedule
2025-2026**

3% COLA

Level	A	B	C	D	E	F
	\$6,333	\$5,146	\$4,752	\$3,958	\$3,164	\$2,576

<u>A</u>
HS Head Football
HS Head Volleyball
HS Head Wrestling
HS Head Basketball
HS Head Coed Track
HS Head Baseball
HS Head Softball
HS Head Soccer
HS Head Golf
HS Coed Cross Country
HS Bookkeeper
District Band/Choir Director
HS Activities Advisor

<u>C</u>
HS Asst. Volleyball
HS Asst. Football
HS Asst. Coed Track
HS Asst. Baseball
HS Asst. Softball
HS JV Baseball
9th Football
MS Head Football
HS Cheer**
HS Band/Choir
DLC Teacher

<u>B</u>
Athletic Trainer
HS Asst. Wrestling
9 th Basketball
HS Asst. Basketball
HS Drama (3plays)***
HS Jr. Class Adv/Store Mg
MS Activities Advisor****

<u>D</u>
MS Wrestling
MS Volleyball
MS Asst. Football
MS Coed Track
MS Basketball

<u>E</u>
MS Rally/Pep Club
MS Coed Cross Country
Elementary Music

<u>F</u>
Drama Asst.***
HS Dance Advisor
HS NHS Advisor
Elementary TAG Coordinator
MS Asst Basketball

**Each Season (2)

***1/3 if one play; 2/3 if two plays

****Stipend will not be paid if a leadership class is added back to the regular schedule

2011/12 High School extra duty pay was reduced by 20%; middle school extra duty pay was reduced by 40%

2012/13 High School extra duty pay was reduced by 10%; middle school extra duty pay was reduced by 20%

2013/14 High School extra duty pay remained reduced by 10%; middle school extra duty pay remained reduced by 20%

2014/15 High School extra duty pay remained reduced by 10%; middle school extra duty pay remained reduced by 20%

2015/16 All extra duty positions returned to full pay

2016/17 Elimination of Athletic Director Extra Duty, will be duty of Assistant Principal position

2017/18 Addition of HS Dance Advisor and Elementary TAG Coordinator

2019/20 Remove Journalism/Yearbook; Digital Media hours paid by timecard

Dec 2021 Board Approval add DLC Teacher

2023/24 Add MS Asst Basketball Coach

Appendix D **Glide School District #12** **Extra Duty Salary Schedule** **2026-2027**

3.5% COLA

Level	A	B	C	D	E	F
	\$6,555	\$5,326	\$4,919	\$4,097	\$3,275	\$2,666

<u>A</u>
HS Head Football
HS Head Volleyball
HS Head Wrestling
HS Head Basketball
HS Head Coed Track
HS Head Baseball
HS Head Softball
HS Head Soccer
HS Head Golf
HS Coed Cross Country
HS Bookkeeper
District Band/Choir Director
HS Activities Advisor

<u>C</u>
HS Asst. Volleyball
HS Asst. Football
HS Asst. Coed Track
HS Asst. Baseball
HS Asst. Softball
HS JV Baseball
9th Football
MS Head Football
HS Cheer**
HS Band/Choir
DLC Teacher

<u>B</u>
Athletic Trainer
HS Asst. Wrestling
HS Asst. Basketball
HS Drama (3plays)***
HS Jr. Class Adv/Store Mg
MS Activities Advisor****
9 th Basketball

<u>D</u>
MS Wrestling
MS Volleyball
MS Asst. Football
MS Coed Track
MS Basketball

<u>E</u>
MS Rally/Pep Club
MS Coed Cross Country
Elementary Music

<u>F</u>
Drama Asst.***
HS Dance Advisor
HS NHS Advisor
Elementary TAG Coordinator
MS Asst Basketball

**Each Season (2)

***1/3 if one play; 2/3 if two plays

****Stipend will not be paid if a leadership class is added back to the regular schedule

2011/12 High School extra duty pay was reduced by 20%; middle school extra duty pay was reduced by 40%

2012/13 High School extra duty pay was reduced by 10%; middle school extra duty pay was reduced by 20%

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2016/17 Elimination of Athletic Director Extra Duty, will be duty of Assistant Principal position

2017/18 Addition of HS Dance Advisor and Elementary TAG Coordinator

2019/20 Remove Journalism/Yearbook; Digital Media hours paid by timecard

Dec 2021 Board Approval add DLC Teacher

2023-2024 Add MS Asst Basketball Coach

**Glide School District #12 Licensed/Classified Supplemental Salary Schedule
2025-2027**

Description	Amount
HS Football Clock, Supervision, Gate, Scorekeeper, Announcer	40.00/ 2hr increment
MS Football Clock and Supervision	40.00/ 2hr increment
HS Volleyball Clock, Supervision, Gate, Scorekeeper, Line Judge	40.00/ 2hr increment
MS Volleyball Supervision	40.00/ 2hr increment
HS Basketball Clock, Supervision, Gate, Scorekeeper, Announcer	40.00/ 2hr increment
MS Basketball – 2 games Clock and Supervision	40.00/ 2hr increment
HS Wrestling Clock, Supervision, Gate	40.00/ 2hr increment
MS Wrestling Clock and Supervision	40.00/ 2hr increment