

**DISTRICT OR-1 NEGOTIATED AGREEMENT
2024-2025 SCHOOL YEAR**

This agreement made this **10th day of January, 2024** by and between the District OR-1 School District and the District OR-1 Education Association. *This agreement shall be effective as of August 1, 2024 and shall continue in effect until July 31, 2025. Payroll, benefits, and other agreement changes will become effective with the start of the new school year specified on the official school calendar and with the September pay period annually.*

The undersigned parties have negotiated in good faith in regard to the wages, hours, and conditions of employment for the members of the Education Association employed by the School District.

The undersigned have reached an agreement in accordance with the following terms, and conditions:

1. For the school year **2024-2025**, the salary schedules, health insurance, extra-duty pay, disability insurance, eye care coverage, sick leave benefits, personal leave benefits, and professional leave benefits shall be those which are set forth in Exhibit "A", a copy of which is attached.
2. It is further agreed that those items resolved by negotiations represent the agreement of the parties relative to wages, hours, and conditions of employment of the members of the Education Association by the School District. The parties recognize the right of management to conduct the business of the employer and to direct their workforce. The employer expressly reserves the right to fire and lay off employees, to classify, assign, transfer and promote them, and to discipline and discharge them for just cause, and in general to maintain the right to publish reasonable rules and regulations from time to time as it may deem necessary and appropriate for the conduct of its business, and may do so provided only that the same are not inconsistent with the express terms as resolved by negotiations. Once executed, those items resolved by negotiations shall not be renegotiated or reopened with respect to any subject or any term or conditions of employment of the bargaining unit except by the mutual consent of the parties involved or any agreed upon reopen clause as defined in No. 6. Mutual consent shall be the sole remedy and means of reopening or renegotiating this contract and if mutual consent is not forthcoming, then reopening and renegotiations shall not take place.
3. Each individual full-time teaching contract represents a mutual binding agreement upon both parties, and the Education Association shall encourage its members to maintain professional integrity in honoring their contractual commitments and in complying with the Statutes of the State of Nebraska.
4. The Parties agree to develop collaboratively a **Workplace Safety Committee** process to improve security procedures, expand training opportunities for all staff, and engage in problem-solving to improve workplace safety. The Association shall select two representatives each year to serve on the Committee. The Board shall select two representatives to serve each year on the Committee. The Superintendent shall also serve on the Committee. The Committee will meet on an as-needed basis, and shall endeavor to promptly address staff concerns.
5. The School District and Association agree that there shall be no unlawful discrimination in the workplace setting and that all practices, procedures, and interpretations under or of this Agreement shall clearly exemplify that there is no unlawful discrimination on the basis of any protected status. The Parties agree to renegotiate in good faith any provision or interpretation of this Agreement deemed to constitute unlawful discrimination against any staff member.
6. A reopening clause has been agreed upon that either side may reopen this contract to renegotiate only insurance benefits if the BC/BS overall premiums are greater than eight (8) percent as stated in their annual EHA rates release. The intent of this reopen would be to address only the costs greater than eight (8) percent.

Health Coverage

A. Coverage

The coverage shall be equal to the Blue Cross/Blue Shield PPO Plan with single PPO - 80% A & B with 50% C Coverage dental as provided by the carrier and shall be subject to pre-admission certification and a **\$1,200** deductible or **\$4,000** HSA (exempt from deductible reimbursement). All deductibles paid by the employee in the **\$1,200** deductible plan will be limited to the amount required for the applicable \$650 deductible plan, i.e., Employee Only Plan up to maximum reimbursement of \$550 /\$1,100. The balance of a deductible in excess of those amounts will be reimbursed to the employee by the District with documented evidence of the expenditure, e.g. insurance E.O.B's.

Example: Employees w/ employee only insurance will pay the first \$650 of the deductible and will be reimbursed for amounts above \$650 up to \$550 for a calendar year.

All other plans, participants would pay the first \$650 of the first insured's plan and are eligible for reimbursement for up to \$550 in meeting the difference of the first insured's liability in deductible over the \$650 mark. Those remaining insured on the first insured's policy (other than the first insured) will combine to be eligible for the same reimbursement schedule as the first insured. The total reimbursement of the calendar year deductible will be a maximum of \$1,100.

Employees who elect the high deductible option of the dual choice plan must place the premium savings into a health savings account administered by the school district or its designee.

B. Carrier

The carrier for the 2024-2025 contract years shall be the EHA endorsed Blue Cross/Blue Shield Plan.

C. Provisions of the Agreement

- The District will pay per month \$2,267.88 for full-time teachers with dependent spouse and child/children coverage and single PPO- 80% A & B with 50% C dental for the 2024-2025 contract year.
- The District will pay \$1,688.98 per month for full-time teachers with dependent spouse coverage and single PPO - 80% A & B with 50% C dental coverage for the 2024-2025 contract year.
- The District will pay \$1,487.93 per month for full-time teachers with dependent child/children coverage and single PPO- 80% A & B with 50% C dental coverage for the 2024-2025 contract year.
- The District will pay \$804.30 per month for full-time teachers with employee only coverage and single PPO- 80% A & B with 50% C dental coverage for the 2024-2025 contract year.

- Teachers employed less than full time by the district will receive the same percentage of the above figures as their Full Time Equivalency based on the type of coverage they choose.

- In the event that spouses are employed by the District as teachers, the District will pay up to \$2,267.88 per month for one of the full-time teachers with required dependent coverage with single PPO - 80% A & B with 50% C dental coverage during the 2024-2025 contract year. The spouse will be eligible for the cash in-lieu of insurance.

- Employees that elect to be excluded from the group health insurance plan will be given cash-in-lieu of insurance up to \$3,000 for the 2024-2025 contract year based upon their Full-Time Equivalency, but must provide proof of health insurance from another provider.

Life Insurance

The district will pay the premium for \$25,000 of term life insurance on certified teachers while they are employed by the district .5 FTE or greater.

Experience Allowed into the System

All teaching experience up to five years of credit shall be given for previous teaching experience in a state accredited school upon initial employment. The Board of Education may, with the consensus of the Association leadership, grant additional years outside experience for purposes of placement when special needs arise.

Salary Schedule Advancement

Horizontal steps on the salary schedule will be granted on work that is completed at the graduate level. The coursework shall be in the area of education.

Teachers may advance to the ISC+18 level by taking appropriate graduate hours. To advance beyond the ISC+18 level, the hours must be in an approved Master's degree program or by specific approval of the Superintendent. Credit hours used for salary determination and for advancement in the ISC+ range must have been earned after the BA Degree was earned, **and** the teaching certificate was awarded.

Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours.

Graduate credit must be issued by a college with regional or national accreditation.

- Staff below the ISC 27 level will be required to be in an approved Master's degree program for future advancement.

Transcripts of credits must be in the Office of the Superintendent of Schools **by September 1** for verification of where said teacher is on the salary schedule. If not presented to the office by this date, the teacher will remain on schedule coordinated with the hours that are on file.

Vertical advancement will be limited to one step each year. Staff members who do not move horizontally will reach a freezing point and remain there until additional credits are earned. At such time sufficient credits are acquired, members will move horizontally to the proper placement plus one step vertically.

Longevity Advancement

Once a certified staff member reaches the MA +36 level and Step 16, a longevity advancement of 1% per year will be added until the staff member reaches index 1.96.

Sick Leave

A teacher shall be granted leave for personal illness, accident, or non-elective surgery resulting in disability in the following manner:

At the beginning of each school year, each full time teacher shall be credited a maximum of twelve(12) days of sick leave. Teachers that are employed less than full time will be credited sick leave proportional to their full time equivalency. Teachers will be entitled to accumulate unused sick leave up to a maximum of forty-five (45) days.

Each day's absence for disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a normal day's pay.

Sick leave for as many as ten (10) days per year may be used for absences requiring the staff member to be with a hospitalized member of the immediate family or for the care of a teacher's child/ children. Each day's absence for such reasons in excess often (10) days shall result in the loss of a normal day's pay.

Absence for more than half a day shall result in the loss of one day's sick leave entitlement.

Any teacher who is absent for five (5) continuous contract days due to personal illness may be required to certify his or her disability with a physician's statement which shall be filed with the superintendent's office.

Long Term Disability

District OR-1 will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee's check to pay the LTD premium for Long Term Disability plan that calls for the coverage to include an end of sick leave waiting period and 66 2/3% of the teacher's salary. The salary covered by this policy will include any pay received for co-curricular activities.

Eye Care Coverage

The district will pay the premium of \$(TBD) per month for eye care coverage for each certified employee while they are employed at .5 FTE or greater. The plan design and summary is included in exhibit A. Staff that wish to add family members may be allowed to do so at their own expense.

Summer /Curricular Work/ Professional Development

Staff members who work administratively approved times during the summer or during other non-student contact hours for such things as curriculum work, program development, safety planning, etc. shall be paid the following hourly wages.

- *Proposed: Bachelors Degree: \$27.00*
- *Proposed: Masters Degree: \$30.00*

Sub Coverage Pay

In a situation where no other alternative is available, a certificated employee may be asked by his or her principal to cover a class during their regularly scheduled planning time. If a teacher covers the class during this planning time, they will be paid at the rate of \$20.00 per hour.

Professional Leave

Teachers may be granted professional leave during the school year with the approval of the Principal. This type of leave is intended for conventions or conferences that may be within the teacher's responsibility.

Personal Leave Policy

When it is necessary for a teacher to be absent for reasons not included in the sick leave provision, application may be made for personal leave. Each full time teacher shall be granted two (2) days personal leave per year (any reason). Teachers will be entitled to accumulate unused personal leave up to a maximum of four (4) days. Teachers that are employed less than full time will be credited personal leave proportional to their full time equivalency.

- Please note: Such leave shall not be granted during the **first ten (10) days** of the 185-day school calendar, during the **last ten (10) days** of the 185-day school calendar, and **one day before or after a vacation**. All requests should be submitted in writing to the superintendent of schools, at least two full school days in advance, for approval.

- No more than three (3) requests per date, with a maximum of two (2) per building will be granted except in the case of a circumstance beyond the teacher's control, when the superintendent may approve additional requests. The requests will be approved in the order in which they are received.

In the case of circumstances beyond the teacher's control, the teacher and superintendent will discuss the circumstances and determine whether the absence of the teacher is necessary and/or the two full-days of notice in advance should be waived.

Definition of Immediate Family

The sick leave policy allows for use of sick days for members of the immediate family that are hospitalized and for bereavement leave. Immediate family is defined as the employee's:

- Spouse, Children, Parents, Grandparents, Grandchildren, Siblings, Aunts, Uncles, Nieces, Nephews, and Cousins.
- Included are Step and In-law families.
- Up to one day of sick leave may be utilized as bereavement outside of the family parameters (close personal friend, co-worker, etc.)

Jury Duty

Teachers who serve on court juries shall receive their full salary less per diem received from the courts.

Grievance

Legal Definition of Grievance A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the contract or of board policy.

1. Should a grievance arise between the school district and the teachers covered under this contract, such grievance shall be taken up for settlement under the following procedure.
2. Any covered grievant who feels aggrieved must make informal notification of such alleged grievance within 30 calendar days of such incident.
3. The grievant may have a P.R. and R. representative from District OR-1 Education Association assist him/her in efforts to resolve the grievance at all levels of procedure.

Step 1 (Informal)

- The grievance shall be presented orally by the teacher to the building principal or the teacher's immediate supervisor. (Such presentation may be made in private or in the presence of another person.)

Step 2 (Formal)

- If a satisfactory adjustment of such grievance shall not thereby be reached within 5 school days thereafter, it may be presented in writing to the building principal or immediate supervisor of the grievant within 5 school days after the informal decision by the principal. The principal will, within 5 school days thereafter, present a decision thereon in writing to the grievant.

Step 3 (Formal)

- If a satisfactory adjustment of such grievance shall not thereby be reached within 10 school days, it may be presented in writing to the Superintendent of Schools or his designated representative, who will within five (5) school days thereafter present a decision thereon in writing to the grievant. If a satisfactory adjustment is not thereby reached, it may be presented in writing within 5 school days to the Board of Education who will hear the grievance in a formal hearing within 30 days and will present a written decision to the grievant within 5 school days following the hearing.

Step 4 (Formal)

- If the aggrieved is not satisfied with the final decision of the board, then such grievant may appeal to the court of competent jurisdiction in order to reach settlement of the unresolved dispute.

This contract shall be effective as of the beginning of the 2024-2025 contract year and shall continue in effect until the end of the contract year. If a new or substitute contract has not been duly entered into prior to the end of the 2024-2025 school year, the terms of this contract shall continue in full force and effect until such substitute contract is agreed upon through negotiations between the Association and the District.

2024-2025 Salary Schedule ... EXHIBIT A

4% x 4% 41,850 Base

Step	ISC	ISC+9	ISC+18	ISC+27	MA	MA+9	MA+18	MA+27	MA+36
1	41,850 1.00	43,524 1.04	45,198 1.08	46,872 1.12	48,546 1.16	50,220 1.20	51,894 1.24	53,568 1.28	55,242 1.32
2	43,524 1.04	45,198 1.08	46,872 1.12	48,546 1.16	50,220 1.20	51,894 1.24	53,568 1.28	55,242 1.32	56,916 1.36
3	45,198 1.08	46,872 1.12	48,546 1.16	50,220 1.20	51,894 1.24	53,568 1.28	55,242 1.32	56,916 1.36	58,590 1.40
4	46,872 1.12	48,546 1.16	50,220 1.20	51,894 1.24	53,568 1.28	55,242 1.32	56,916 1.36	58,590 1.40	60,264 1.44
5	48,546 1.16	50,220 1.20	51,894 1.24	53,568 1.28	55,242 1.32	56,916 1.36	58,590 1.40	60,264 1.44	61,938 1.48
6		51,894 1.24	53,568 1.28	55,242 1.32	56,916 1.36	58,590 1.4	60,264 1.44	61,938 1.48	63,612 1.52
7		53,568 1.28	55,242 1.32	56,916 1.36	58,590 1.40	60,264 1.44	61,938 1.48	63,612 1.52	65,286 1.56
8			56,916 1.36	58,590 1.40	60,264 1.44	61,938 1.48	63,612 1.52	65,286 1.56	66,960 1.60
9				60,264 1.44	61,938 1.48	63,612 1.52	65,286 1.56	66,960 1.60	68,634 1.64
10				61,938 1.48	63,612 1.52	65,286 1.56	66,960 1.60	68,634 1.64	70,308 1.68
11				63,612 1.52	65,286 1.56	66,960 1.60	68,634 1.64	70,308 1.68	71,982 1.72
12				65,286 1.56	66,960 1.60	68,634 1.64	70,308 1.68	71,982 1.72	73,656 1.76
13							71,982 1.72	73,656 1.76	75,330 1.80
14								75,330 1.80	77,004 1.84
15	ISC: Initial Standard Certification. -Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only.								78,678 1.88

District OR1 2024-2025 Extra-Duty Assignments

	Year 1	Year 6
		% Increase
	% of Base	
	41,850	10
<u>Sponsors/Coaches</u>		
Eleventh Grade Sponsor (1 of 2)	0.0150	628 691
Eleventh Grade Sponsor (2 of 2)	0.0150	628 691
Twelfth Grade Sponsor	0.0050	209 230
Twelfth Grade Sponsor	0.0050	209 230
Musical Assistant (2023-2024)	0.0350	1,465 1,611
Musical Head (2023-2024)	0.0500	2,093 2,302
One-Act	0.0350	1,465 1,611
Speech	0.0500	2,093 2,302
Concession Sponsor	0.0250	1,046 1,151
Concession Sponsor	0.0250	1,046 1,151
Elem. Student Council	0.0100	419 460
HS Student Council/Party #1	0.0200	837 921
HS Student Council/Party #2	0.0200	837 921
Yearbook	0.1000	4,185 4,604
Cheerleader Coach	0.0350	1,465 1,611
Cheerleader Coach	0.0350	1,465 1,611
JrH Quiz Bowl	0.0075	314 345
HS Quiz Bowl	0.0100	419 460
National Honor Society	0.0050	209 230
Unified Bowling Coach	0.0150	628 691
Unified Bowling Coach	0.0150	628 691
Unified Track Coach	0.0150	628 691
Unified Track Coach	0.0150	628 691
		- -
<u>Varsity Head Coaches</u>		
HS Football	0.1000	4,185 4,604
HS Boys Basketball	0.1200	5,022 5,524
HS Girls Basketball	0.1200	5,022 5,524
HS Wrestling	0.1200	5,022 5,524
HS Boys Track	0.0700	2,930 3,222
HS Girls Track	0.0700	2,930 3,222
HS Volleyball	0.1000	4,185 4,604
Cross Country	0.0700	2,930 3,222
Boys Golf	0.0700	2,930 3,222
Girls Golf	0.0700	2,930 3,222
		- -
<u>Assistant HS Coaches</u>		
Assistant HS Football (1 of 4)	0.0700	2,930 3,222
Assistant HS Football (2 of 4)	0.0700	2,930 3,222
Assistant HS Football (3 of 4)	0.0700	2,930 3,222
Assistant HS Football (4 of 4)	0.0700	2,930 3,222
Assistant HS Boys Basketball (1 of 2)	0.1000	4,185 4,604
Assistant HS Boys Basketball (2 of 2)	0.1000	4,185 4,604
Assistant HS Girls Basketball (1 of 2)	0.1000	4,185 4,604
Assistant HS Girls Basketball (2 of 2)	0.1000	4,185 4,604
Assistant HS Wrestling	0.1000	4,185 4,604
Assistant HS Track	0.0500	2,093 2,302
Assistant HS Volleyball (1 of 2)	0.0700	2,930 3,222
Assistant HS Volleyball (2 of 2)	0.0700	2,930 3,222
Assistant HS Cross Country	0.0500	2,093 2,302
		- -

<u>Junior High Head Coaches</u>			
JH Football	0.0525	2,242	2,466
JH Boys Basketball	0.0525	2,242	2,466
JH Girls Basketball	0.0525	2,242	2,466
JH Wrestling	0.0525	2,242	2,466
JH Volleyball	0.0525	2,242	2,466
JH Track Head 1	0.0500	2,135	2,349
JH Track Head 2	0.0500	2,135	2,349
JH Track Head 3	0.0500	2,135	2,349
		-	-
<u>Junior High Assistant Coaches</u>			
JH Ass't Football	0.0300	1,281	1,409
JH Ass't Football	0.0300	1,281	1,409
JH Ass't Boys Basketball (1 of 2)	0.0300	1,281	1,409
JH Ass't Boys Basketball (2 of 2)	0.0300	1,281	1,409
JH Ass't Girls Basketball	0.0300	1,281	1,409
JH Ass't Volleyball	0.0300	1,281	1,409
JH Ass't Wrestling	0.0300	1,281	1,409
JH Ass't Wrestling	0.0300	1,281	1,409
		-	-
<u>Other Extra Duties</u>			
Activities Director	0.1835	7,835	8,619
Vocal Music	0.0600	2,562	2,818
Instrumental Music/summer	0.1000	4,270	4,697
FCCLA Sponsor	0.0350	1,495	1,644
FFA Sponsor+10th Month	0.0600	2,562	2,818
Weight Program	0.0300	1,281	1,409
Weight Program	0.0300	1,281	1,409
Palmyra Morning Duty	0.0200	854	939
One Act Assistant	0.0188	803	883
District Mentoring Coordinator	0.0300	1,281	1,409
Building Teacher Mentors (x New Staff)	0.0100	427	470
Other Unassigned Duties	0.1500	6,405	7,046

**NEGOTIATED AGREEMENT
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8. It is further agreed that those items resolved by negotiations represent the agreement of the parties relative to wages, hours, and conditions of employment of the members of the Education Association by the School District. The parties recognize the right of management to conduct the business of the employer and to direct their workforce. The employer expressly reserves the right to fire and lay off employees, to classify, assign, transfer and promote them, and to discipline and discharge them for just cause, and in general to maintain the right to publish reasonable rules and regulations from time to time as it may deem necessary and appropriate for the conduct of its business, and may do so provided only that the same are not inconsistent with the express terms as resolved by negotiations. Once executed, those items resolved by negotiations shall not be renegotiated or reopened with respect to any subject or any term or conditions of employment of the bargaining unit except by the mutual consent of the parties involved or any agreed upon reopen clause as defined in No. 6. Mutual consent shall be the sole remedy and means of reopening or renegotiating this contract and if mutual consent is not forthcoming, then reopening and renegotiations shall not take place.
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E. Carrier

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F. Provisions of the Agreement: *Note: The specific insurance plan premiums for the 2025-2026 school year will be adjusted based on the 2024-2025 school year premiums.*

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Sick Leave

A teacher shall be granted leave for personal illness, accident, or non-elective surgery resulting in disability in the following manner:

At the beginning of each school year, each full time teacher shall be credited a maximum of twelve(12) days of sick leave. Teachers that are employed less than full time will be credited sick leave proportional to their full time equivalency. Teachers will be entitled to accumulate unused sick leave up to a maximum of forty-five (45) days.

Each day's absence for disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a normal day's pay.

Sick leave for as many as ten (10) days per year may be used for absences requiring the staff member to be with a hospitalized member of the immediate family or for the care of a teacher's child/ children. Each day's absence for such reasons in excess often (10) days shall result in the loss of a normal day's pay.

Absence for more than half a day shall result in the loss of one day's sick leave entitlement.

Any teacher who is absent for five (5) continuous contract days due to personal illness may be required to certify his or her disability with a physician's statement which shall be filed with the superintendent's office.

Long Term Disability

District OR-1 will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee's check to pay the LTD premium for Long Term Disability plan that calls for the coverage to include an end of sick leave waiting period and 66 2/3% of the teacher's salary. The salary covered by this policy will include any pay received for co-curricular activities.

Eye Care Coverage

The district will pay the premium of \$(TBD) per month for eye care coverage for each certified employee while they are employed at .5 FTE or greater. The plan design and summary is included in exhibit A. Staff that wish to add family members may be allowed to do so at their own expense.

Summer /Curricular Work/ Professional Development

Staff members who work administratively approved times during the summer or during other non-student contact hours for such things as curriculum work, program development, safety planning, etc. shall be paid the following hourly wages.

- *Proposed: Bachelor's Degree: \$27.00*
- *Proposed: Masters Degree: \$30.00*

Sub Coverage Pay

In a situation where no other alternative is available, a certificated employee may be asked by his or her principal to cover a class during their regularly scheduled planning time. If a teacher covers the class during this planning time, they will be paid at the rate of \$20.00 per hour.

Professional Leave

Teachers may be granted professional leave during the school year with the approval of the Principal. This type of leave is intended for conventions or conferences that may be within the teacher's responsibility.

Personal Leave Policy

When it is necessary for a teacher to be absent for reasons not included in the sick leave provision, application may be made for personal leave. Each full time teacher shall be granted two (2) days personal leave per year (any reason). Teachers will be entitled to accumulate unused personal leave up to a maximum of four (4) days. Teachers that are employed less than full time will be credited personal leave proportional to their full time equivalency.

- Please note: Such leave shall not be granted during the **first ten (10) days** of the 185-day school calendar, during the **last ten (10) days** of the 185-day school calendar, and **one day before or after a vacation**. All requests should be submitted in writing to the superintendent of schools, at least two full school days in advance, for approval.

- No more than three (3) requests per date, with a maximum of two (2) per building will be granted except in the case of a circumstance beyond the teacher's control, when the superintendent may approve additional requests. The requests will be approved in the order in which they are received.

In the case of circumstances beyond the teacher's control, the teacher and superintendent will discuss the circumstances and determine whether the absence of the teacher is necessary and/or the two full-days of notice in advance should be waived.

Definition of Immediate Family

The sick leave policy allows for use of sick days for members of the immediate family that are hospitalized and for bereavement leave. Immediate family is defined as the employee's:

- Spouse, Children, Parents, Grandparents, Grandchildren, Siblings, Aunts, Uncles, Nieces, Nephews, and Cousins.
- Included are Step and In-law families.
- Up to one day of sick leave may be utilized as bereavement outside of the family parameters (close personal friend, co-worker, etc.)

Jury Duty

Teachers who serve on court juries shall receive their full salary less per diem received from the courts.

Grievance

Legal Definition of Grievance A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the contract or of board policy.

- Should a grievance arise between the school district and the teachers covered under this contract, such grievance shall be taken up for settlement under the following procedure.
- Any covered grievant who feels aggrieved must make informal notification of such alleged grievance within 30 calendar days of such incident.
- The grievant may have a P.R. and R. representative from District OR-1 Education Association assist him/her in efforts to resolve the grievance at all levels of procedure.

Step 1 (Informal)

- The grievance shall be presented orally by the teacher to the building principal or the teacher's immediate supervisor. (Such presentation may be made in private or in the presence of another person.)

Step 2 (Formal)

- If a satisfactory adjustment of such grievance shall not thereby be reached within 5 school days thereafter, it may be presented in writing to the building principal or immediate supervisor of the grievant within 5 school days after the informal decision by the principal. The principal will, within 5 school days thereafter, present a decision thereon in writing to the grievant.

Step 3 (Formal)

- If a satisfactory adjustment of such grievance shall not thereby be reached within 10 school days, it may be presented in writing to the Superintendent of Schools or his designated representative, who will within five (5) school days thereafter present a decision thereon in writing to the grievant. If a satisfactory adjustment is not thereby reached, it may be presented in writing within 5 school days to the Board of Education who will hear the grievance in a formal hearing within 30 days and will present a written decision to the grievant within 5 school days following the hearing.

Step 4 (Formal)

- If the aggrieved is not satisfied with the final decision of the board, then such grievant may appeal to the court of competent jurisdiction in order to reach settlement of the unresolved dispute.

This contract shall be effective as of the beginning of the 2025-2026 contract year and shall continue in effect until the end of the contract year. If a new or substitute contract has not been duly entered into prior to the end of the 2025-2026 school year, the terms of this contract shall continue in full force and effect until such substitute contract is agreed upon through negotiations between the Association and the District.

2025-2026 Salary Schedule ... EXHIBIT A

4% x 4% 42,700 Base

Step	ISC	ISC+9	ISC+18	ISC+27	MA	MA+9	MA+18	MA+27	MA+36
1	42,700 1.00	44,408 1.04	46,116 1.08	47,824 1.12	49,532 1.16	51,240 1.20	52,948 1.24	54,656 1.28	56,364 1.32
2	44,408 1.04	46,116 1.08	47,824 1.12	49,532 1.16	51,240 1.20	52,948 1.24	54,656 1.28	56,364 1.32	58,072 1.36
3	46,116 1.08	47,824 1.12	49,532 1.16	51,240 1.20	52,948 1.24	54,656 1.28	56,364 1.32	58,072 1.36	59,780 1.40
4	47,824 1.12	49,532 1.16	51,240 1.20	52,948 1.24	54,656 1.28	56,364 1.32	58,072 1.36	59,780 1.40	61,488 1.44
5	49,532 1.16	51,240 1.20	52,948 1.24	54,656 1.28	56,364 1.32	58,072 1.36	59,780 1.40	61,488 1.44	63,196 1.48
6		52,948 1.24	54,656 1.28	56,364 1.32	58,072 1.36	59,780 1.4	61,488 1.44	63,196 1.48	64,904 1.52
7		54,656 1.28	56,364 1.32	58,072 1.36	59,780 1.40	61,488 1.44	63,196 1.48	64,904 1.52	66,612 1.56
8			58,072 1.36	59,780 1.40	61,488 1.44	63,196 1.48	64,904 1.52	66,612 1.56	68,320 1.60
9				61,488 1.44	63,196 1.48	64,904 1.52	66,612 1.56	68,320 1.60	70,028 1.64
10				63,196 1.48	64,904 1.52	66,612 1.56	68,320 1.60	70,028 1.64	71,736 1.68
11				64,904 1.52	66,612 1.56	68,320 1.60	70,028 1.64	71,736 1.68	73,444 1.72
12				66,612 1.56	68,320 1.60	70,028 1.64	71,736 1.68	73,444 1.72	75,152 1.76
13							73,444 1.72	75,152 1.76	76,860 1.80
14								76,860 1.80	78,568 1.84
15	ISC: Initial Standard Certification. -Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only.								80,276 1.88

District OR1 2025-2026 Extra-Duty Assignments

		Year 1	Year 6
	% of Base	42,700	% Increase
<u>Sponsors/Coaches</u>			
Eleventh Grade Sponsor (1 of 2)	0.0150	641	705
Eleventh Grade Sponsor (2 of 2)	0.0150	641	705
Twelfth Grade Sponsor	0.0050	214	235
Twelfth Grade Sponsor	0.0050	214	235
Musical Assistant (2023-2024)	0.0350	1,495	1,644
Musical Head (2023-2024)	0.0500	2,135	2,349
One-Act	0.0350	1,495	1,644
Speech	0.0500	2,135	2,349
Concession Sponsor	0.0250	1,068	1,174
Concession Sponsor	0.0250	1,068	1,174
Elem. Student Council	0.0100	427	470
HS Student Council/Party #1	0.0200	854	939
HS Student Council/Party #2	0.0200	854	939
Yearbook	0.1000	4,270	4,697
Cheerleader Coach	0.0350	1,495	1,644
Cheerleader Coach	0.0350	1,495	1,644
JrH Quiz Bowl	0.0075	320	352
HS Quiz Bowl	0.0100	427	470
National Honor Society	0.0050	214	235
Unified Bowling Coach	0.0150	641	705
Unified Bowling Coach	0.0150	641	705
Unified Track Coach	0.0150	641	705
Unified Track Coach	0.0150	641	705
		-	-
<u>Varsity Head Coaches</u>			
HS Football	0.1000	4,270	4,697
HS Boys Basketball	0.1200	5,124	5,636
HS Girls Basketball	0.1200	5,124	5,636
HS Wrestling	0.1200	5,124	5,636
HS Boys Track	0.0700	2,989	3,288
HS Girls Track	0.0700	2,989	3,288
HS Volleyball	0.1000	4,270	4,697
Cross Country	0.0700	2,989	3,288
Boys Golf	0.0700	2,989	3,288
Girls Golf	0.0700	2,989	3,288
		-	-
<u>Assistant HS Coaches</u>			
Assistant HS Football (1 of 4)	0.0700	2,989	3,288
Assistant HS Football (2 of 4)	0.0700	2,989	3,288
Assistant HS Football (3 of 4)	0.0700	2,989	3,288
Assistant HS Football (4 of 4)	0.0700	2,989	3,288
Assistant HS Boys Basketball (1 of 2)	0.1000	4,270	4,697
Assistant HS Boys Basketball (2 of 2)	0.1000	4,270	4,697
Assistant HS Girls Basketball (1 of 2)	0.1000	4,270	4,697
Assistant HS Girls Basketball (2 of 2)	0.1000	4,270	4,697
Assistant HS Wrestling	0.1000	4,270	4,697
Assistant HS Track	0.0500	2,135	2,349
Assistant HS Volleyball (1 of 2)	0.0700	2,989	3,288
Assistant HS Volleyball (2 of 2)	0.0700	2,989	3,288
Assistant HS Cross Country	0.0500	2,135	2,349

<u>Junior High Head Coaches</u>			
JH Football	0.0525	2,197	2,417
JH Boys Basketball	0.0525	2,197	2,417
JH Girls Basketball	0.0525	2,197	2,417
JH Wrestling	0.0525	2,197	2,417
JH Volleyball	0.0525	2,197	2,417
JH Track Head 1	0.0500	2,093	2,302
JH Track Head 2	0.0500	2,093	2,302
JH Track Head 3	0.0500	2,093	2,302
		-	-
<u>Junior High Assistant Coaches</u>			
JH Ass't Football	0.0300	1,256	1,381
JH Ass't Football	0.0300	1,256	1,381
JH Ass't Boys Basketball (1 of 2)	0.0300	1,256	1,381
JH Ass't Boys Basketball (2 of 2)	0.0300	1,256	1,381
JH Ass't Girls Basketball	0.0300	1,256	1,381
JH Ass't Volleyball	0.0300	1,256	1,381
JH Ass't Wrestling	0.0300	1,256	1,381
JH Ass't Wrestling	0.0300	1,256	1,381
		-	-
<u>Other Extra Duties</u>			
Activities Director	0.1835	7,679	8,447
Vocal Music	0.0600	2,511	2,762
Instrumental Music/summer	0.1000	4,185	4,604
FCCLA Sponsor	0.0350	1,465	1,611
FFA Sponsor+10th Month	0.0600	2,511	2,762
Weight Program	0.0300	1,256	1,381
Weight Program	0.0300	1,256	1,381
Palmyra Morning Duty	0.0200	837	921
One Act Assistant	0.0188	787	865
District Mentoring Coordinator	0.0300	1,256	1,381
Building Teacher Mentors (x New Staff)	0.0100	419	460
Other Unassigned Duties	0.1500	6,278	6,905

Signature Page

District OR-1 School District

By *Brandon Doh*

Date *1-22-2024*

President, Board of Education

By *Burke C. Brown*
Teachers Association, Negotiations Chair

Date *1-29-2024*